



**2011  
TOWN OF NANTUCKET  
ANNUAL REPORT**

**JULY 1, 2010 – JUNE 30, 2011**

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Cover Photograph: Solitary tree at the Nantucket Conservation Foundation's "Serengeti"

Photograph courtesy of Jim Lentowski

Production: Athol Press, Inc.

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TOWN ADMINISTRATION (508) 228-7255.**

# FISCAL YEAR 2011 ANNUAL TOWN REPORTS

TOWN AND COUNTY OF



NANTUCKET, MASSACHUSETTS  
(for the period covering July 1, 2010 – June 30, 2011)

## IN MEMORIAM

To the following persons who served the Town of Nantucket and passed away during fiscal year 2011:

JAMES FREDERICK EGAN, JR.

MARCELLUS LALLY GLIDDEN

JOANNE M. MCGARRY

LEROY FRANCIS RYDER

CHRISTINE PERRY SANTOS

FRANCES WALLACE STARR

CHARLES SAMUEL THURBER

DOUGLAS ALAN UNRUH

JEFFREY LYNN WILLETT

WE ARE GRATEFUL FOR THEIR YEARS OF SERVICE TO THE TOWN OF NANTUCKET

## NANTUCKET "AT A GLANCE"

### GENERAL INFORMATION

County: Nantucket	Kind of Community: Resort, Retirement, Artistic
Type of Government: Town Manager, Selectmen, Open Town Meeting	Area: 44.97 Square Miles
2010 Population: 10,172	Population per Square Mile (2010): 226.2
Moody's Bond Rating (as of 12/2010): Aa2	Town Website: <a href="http://www.nantucket-ma.gov">www.nantucket-ma.gov</a>

### FISCAL YEAR 2011 TAX RATES, LEVIES, ASSESSED VALUES, AND REVENUE SOURCES

	TAX RATE (per \$1,000)	TAX LEVY	ASSESSED VALUE
Residential	\$3.58	\$ 54,127,313	\$ 15,812,302,942
Open Space	\$3.42	\$ 41,562	\$ 12,152,700
Commercial	\$6.41	\$ 7,167,045	\$ 1,118,103,719
Industrial	\$6.41	\$ 359,950	\$ 56,154,439
Personal Property	\$6.41	\$ 1,344,280	\$ 209,716,105
<b>TOTAL</b>		<b>\$ 63,040,150</b>	<b>\$ 17,208,429,905</b>

REVENUE SOURCES	DOLLAR AMOUNT	PERCENT OF TOTAL
Tax Levy	\$ 63,040,150	60.31%
State Aid	\$ 1,620,219	1.55%
Local Receipts	\$ 36,970,232	35.37%
Other Available	\$ 2,897,550	2.77%
<b>TOTAL</b>	<b>\$104,528,151</b>	<b>100.00%</b>

### FISCAL YEAR 2011 PROPOSITION 2-1/2 LEVY CAPACITY

### FISCAL YEAR 2011 STATE AID

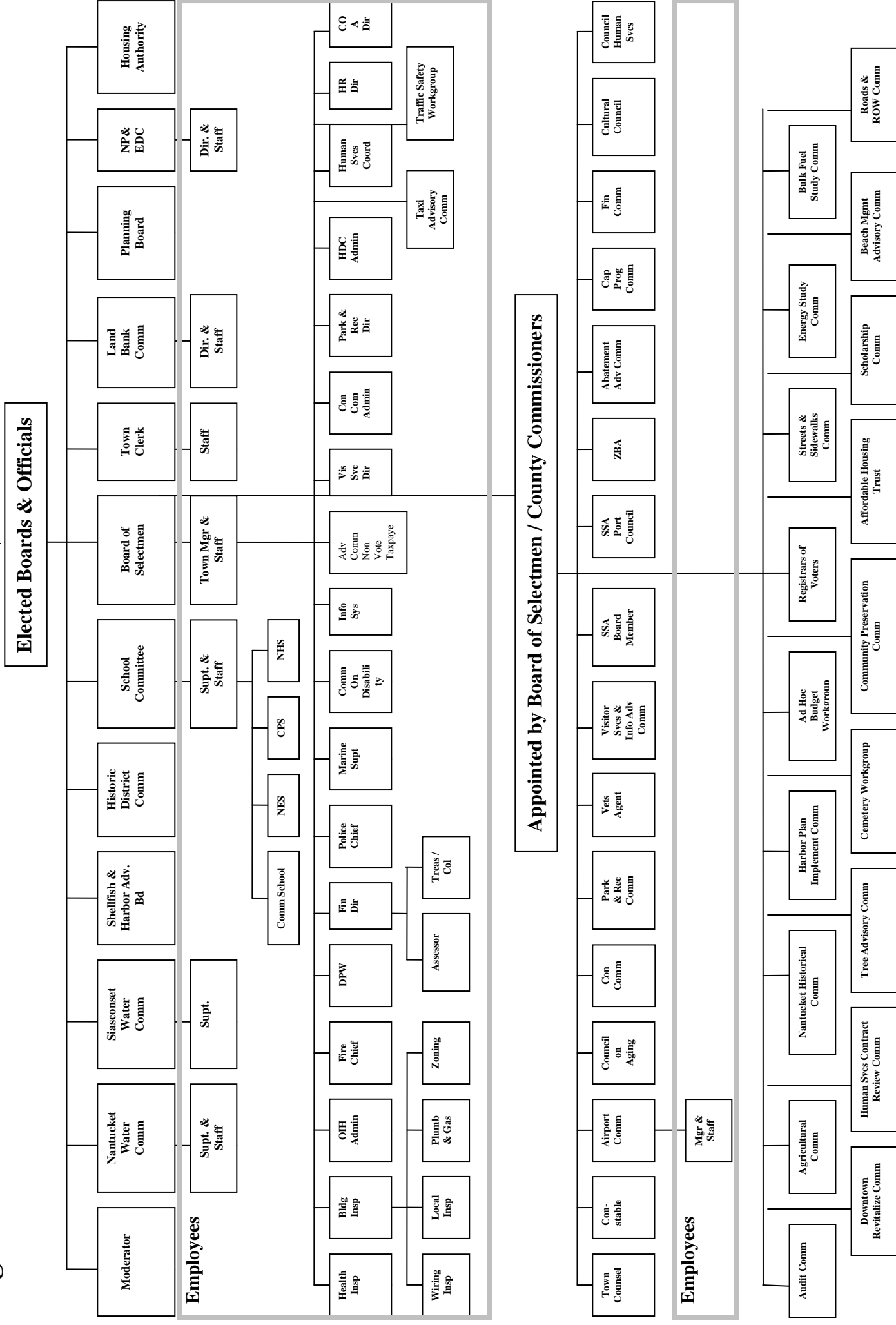
Levy Base	\$ 55,503,548	Education	\$ 1,329,541
2-1/2 % Increase	\$ 1,312,589	General Government	\$ 290,678
New Growth	\$ 333,058	Overestimates	\$ 0
Override	\$ 0	Total Assessments	(\$ 366,044)
Levy Limit	\$ 63,114,088	Net State Aid	\$ 1,254,175
Debt Excluded	\$ 8,964,893		
Excess Capacity	\$ 73,938		
Ceiling	\$ 430,210,748		
Override Capacity	\$ 376,061,553		

### RESERVES

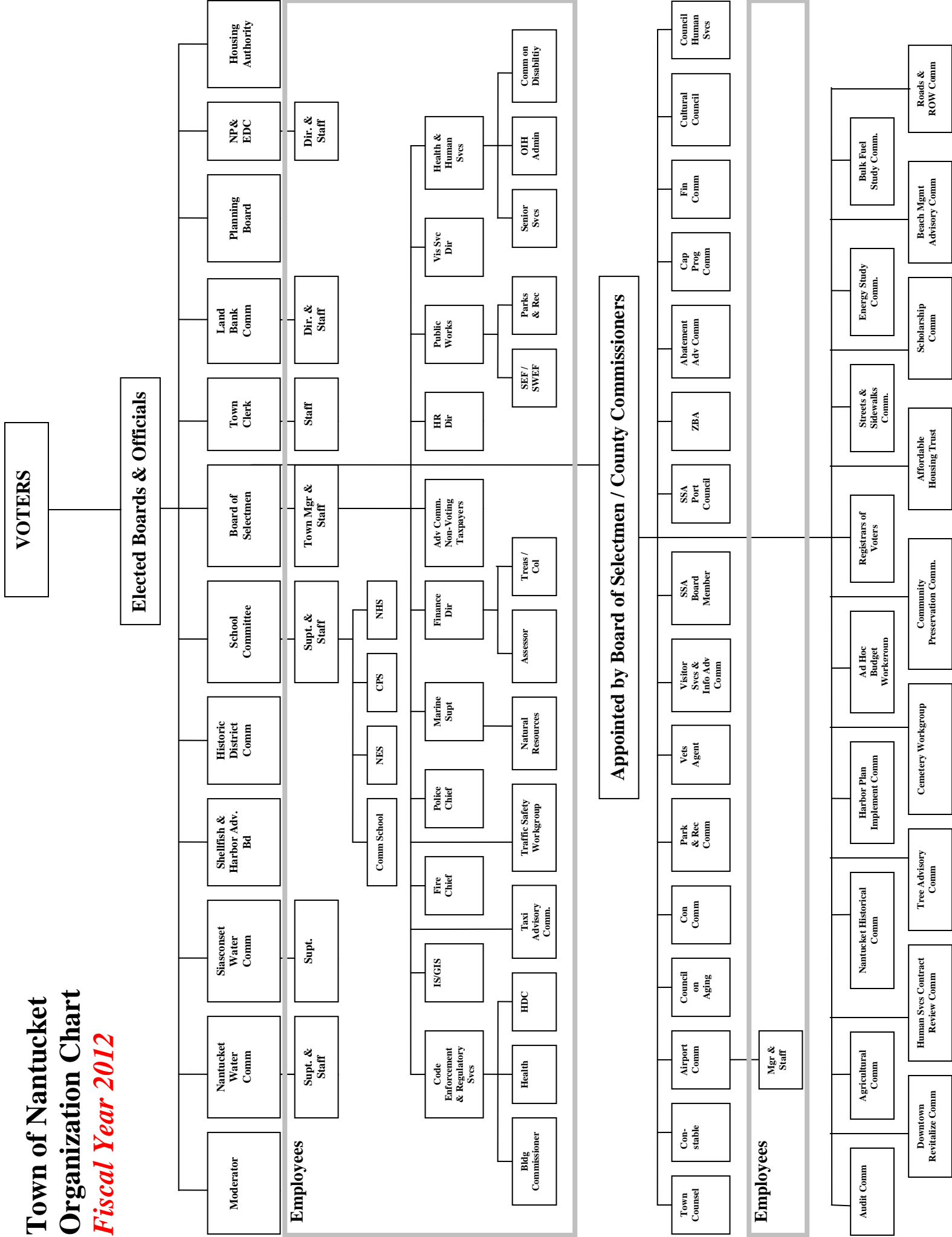
### REVALUATION

Free Cash (07/01/2010)	\$2,581,592	Most Recent	Fiscal Year 2010
Fiscal Year 2011 Overlay Reserve	\$ 879,419	Next Scheduled	Fiscal Year 2013

## VOTERS



# Town of Nantucket Organization Chart *Fiscal Year 2012*



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## GENERAL INFORMATION

### ELECTED OFFICIALS (terms expire at Annual Town Election in year noted)

#### Board of Selectmen

Rick Atherton (2011) – re-elected, <i>Chairman</i>	2014
Michael Kopko	2012
Patricia Roggeveen	2013
Whiting Willauer	2013
Brian J. Chadwick (2011) – succeeded by Robert DeCosta	2014

#### Community Preservation Committee (at large)

Channing Moore	2012
Richard Brannigan	2012

#### Harbor and Shellfish Advisory Board

Dr. Peter Boyce, <i>Chairman</i>	2013
Robert Rank	2012
Douglas Smith	2012
Wendy McCrae	2013
Mike Glowacki	2013
Frederick Holdgate (2011) – succeeded by Peter Brace	2014
Bill Blount (2011) – re-elected	2014

#### Historic District Commission

David Barham (2011) – re-elected, <i>Chairman</i>	2014
Kevin Keuster	2012
John F. McLaughlin	2013
Linda Williams	2013
Dirk Roggeveen (2011) – succeeded by Dawn Hill-Holdgate	2014
Diane Coombs, <i>Associate Member</i> (2011) – re-elected	2014
John R. Wagley, <i>Associate Member</i>	2012
Vacant	2013

#### Housing Authority, Nantucket

Bertyl V. Johnson, Jr., <i>Chairman</i>	2015
Vacant, <i>State Appointee</i>	2012
Linda Williams	2013
John O'Neill	2014
Norman Chaleki (2011) – re-elected	2016

**Land Bank Commission, Nantucket Islands**

John Stackpole, <i>Chairman</i>	2014
Robert L. Gardner	2012
Allen Reinhard	2013
Philip Bartlett	2015
Leslie Johnson (2011) – succeeded by Neil Paterson	2016

**Moderator**

Sarah F. Alger (2011) - re-elected	2012
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**Planning Board**

Barry Rector, <i>Chairman</i>	2014
Nathaniel E. Lowell	2012
Linda Williams	2013
Sylvia Howard	2015
John McLaughlin (2011) – re-elected	2016
<i>Alternate Members (appointed by Board of Selectmen)</i>	
Vacant	2012
Diane Coombs	2013
Jean Wagley (2011) – succeeded by Joseph Marcklinger	2014

**School Committee**

Jeanette Garneau, <i>Chairman</i>	2013
Helene Blair	2012
Melissa Murphy	2012
Timothy Lepore (2011) – re-elected	2014
Robin Harvey (2011) – re-elected	2014

**Town Clerk**

Catherine Flanagan Stover	2013
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**Water Commission, Nantucket**

Allen Reinhard	2012
Noreen Slavitz	2013
Nelson Eldridge (2011) – re-elected	2014

**Water Commission, Siasconset**

Robert Benchley, III	2012
John Pearl	2013
Gerald Eldridge (2011) – re-elected	2014

## APPOINTED OFFICIALS

### Airport, Nantucket Memorial

Alfred Peterson, *Manager*  
Theresa M. Smith, *Finance Director*  
Pamela K. Bell, *Assistant to Finance Director*  
Janine Torres, *Administrative Assistant*  
Yolanda Taylor, *Administrative Coordinator*  
Jeffrey F. Marks, *Airfield Supervisor*  
David Sylvia, *Compliance/Training Coordinator*  
Robert Tallman, *Terminal/Security Coordinator*  
Jack Wheeler, *Environmental Coordinator*  
Paul Letendre, *Clerk of the Works*  
Jorene Partida, *Security Assistant*  
John Grangrade, *Maintenance Foreman*  
Garrett W. Allen, *Maintenance Specialist/EMT*  
Peter B. Fowler, *Maintenance Specialist*  
Robert Holdgate, *Maintenance Specialist*  
Kristian Kieffer, *Maintenance Specialist*  
Michael O'Neil, *Maintenance Specialist*  
Matthew Aguiar, *Maintenance Specialist*  
Matthew Dunham, *Maintenance Specialist/Building Maintenance Technician*  
Ted B. Muhler, *Terminal Maintenance Specialist*  
John A. Davis, *Terminal Maintenance Specialist*  
Leonard I. Liburd, *Terminal Maintenance Specialist*  
Noe R. Pineda, *Terminal Maintenance Specialist*  
Blaine C. Buckley, *Operations Supervisor*  
Preston Harimon, *Operations Supervisor/EMT*  
Frederick Wellington, *Operations Specialist*  
Bruce L. King, *Operations Specialist*  
Timothy D. Mooney, *Operations Specialist*  
Addison Falconer, *Operations Specialist*  
Shanroy Nelson, *Operations Specialist*  
Joseph Tormay, *Operations Specialist*  
Kevin Ramos, *Operations Specialist*  
Debra A. Crooks, *Fixed Base Operations Supervisor*  
Leisa M. Heintz, *Fixed Base Operations Representative*  
Catherine Mack, *Fixed Base Operations Representative*  
Pat Tyler, *Fixed Base Operations Representative*

### Building Department\*

Bernard Bartlett, *Building Commissioner*  
Stephen Butler, *Local Inspector*  
Anne Barrett, *Administrative Assistant*  
Karen Carpenter, *Administrative Assistant*  
*Inspectors (appointed by Building Commissioner/Town Manager)*

William Ciarmataro, *Gas/Plumbing Inspector*  
William Larrabee, *Wiring Inspector*

**Conservation Commission\***

Dirk Roggeveen, *Administrator*  
Jeff Carlson, *Natural Resources Coordinator*  
Catherine Dickey, *Office Administrator*

**Constables**

Manny Dias	James Perelman
Frank Psaradelis, Jr.	Robert Reardon
Jerry Adams	Catherine Stover
John Stover	David Fronzuto

**Council for Human Services\***

Maryanne Worth, *Coordinator*  
Pamela Meriam, *Director*  
Ann Medina, *Administrative Assistant*

**Council on Aging\***

Linda Roberts, *Director*  
Virginia Carrera, *Assistant Director*  
Gail Holdgate, *Administrative Assistant*

**Emergency Preparedness, Office of**

William Pittman, *Director*

**Finance Department**

Irene Larivee, *Finance Director/Town Accountant*  
Deborah Weiner, *Treasurer*  
Elizabeth Brown, *Tax Collector*  
Robert Dickinson, *Assistant Town Accountant*  
Deborah Dilworth, *Assessor*  
Pamela Butler, *Assistant Tax Collector*  
Krista Lewis, *Payroll Administrator*  
Ellen Trifero, *Assistant Assessor*  
Maureen DiLuca, *Field Assessor*  
Patricia Giles, *Senior Clerk*  
Elizabeth Flanagan, *Senior Clerk*  
Thomas Erichsen, *Data Collector*  
Kathleen Richen, *Operations Coordinator*  
Patricia Murphy, *Administrative Assistant/Collection*  
Linda MacDonald, *Assistant Treasurer*  
Wanda Hilts, *Accounts Payable Coordinator*  
Peggy Altreuter, *Accounts Payable Coordinator*  
Deborah Palmer, *Staff Accountant*  
Robin LaPiene, *Accounting Clerk*

## Fire Department

Mark McDougall, *Chief*  
Edward Maxwell, *Deputy Chief*  
Max Nicholas, *Second Call Deputy Chief*  
Nelson Eldridge, *Third Call Deputy Chief*  
Jeanette Hull, *Office Administrator/EMT*  
Elizabeth Shannon, *Fire Prevention Officer/Firefighter/EMT*  
Robert Bates, *Fire Alarm Superintendent/Firefighter/EMT*  
Thomas Holden, *Captain, Firefighter/EMT*  
Francis Hanlon, *Captain, Firefighter/EMT*  
Stephen Murphy, *Captain, Firefighter/EMT*  
Matthew Dixon, *Captain, Firefighter/EMT*  
Earl Eldridge, *Firefighter/EMT*  
Peter Cavanagh, *Firefighter/EMT*  
Christian Ray, *Firefighter/EMT*  
Corey Ray, *Firefighter/EMT*  
Christopher Beamish, *Firefighter/EMT*  
John Allen, *Firefighter/EMT*  
Shane Perry, *Firefighter/EMT*  
*Fire/EMT Call Personnel*  
Dan MaCauley  
Ryan Webb  
Brian Gray  
John Grangrade  
David Gray  
Sherry Ponce-Ramos  
Jared Chadwick  
Ralph Hardy  
Robert Ramos  
Norman Gauvin  
Marina Finch  
Kevin Ramos  
Brandon Eldridge  
Joe Townsend

Jeffrey Allen, *Firefighter/EMT*  
Shawn Monaco, *Firefighter/EMT*  
Charles Kymer, *Firefighter/EMT*  
Sean Mitchell, *Firefighter/EMT*  
Nathan Barber, *Firefighter/EMT*  
David Pekarcik, *Firefighter/EMT*  
Beau Barber, *Firefighter/EMT*  
  
Rob Benchley  
Danny Haynes  
Gerald Eldridge  
Neil Paterson  
Christopher Holland  
Kenneth Gullicksen  
Carol Moffitt  
Edmund Ramos, Jr.  
Peter Culbertston  
George Vollans  
Kristina Dagesse  
Michael O'Neil  
Jared Smith

## Health Department\*

Richard L. Ray, *Health Inspector*  
Artell Crowley, *Assistant Health Officer*  
Kathleen LaFavre, *Administrative Assistant*

## Historic District Commission\*

Mark Voigt, *Administrator*  
James Grieder, *Assistant Administrator*  
Terry Norton, *Administrative Assistant*  
Ann Medina, *Administrative Assistant*

## **Human Resources**

Patricia Perris, *Director*

Heather Pratt, *HR Benefits Assistant*

## **Information Technology/Geographic Systems**

Linda Rhodes, *Information Technology Manager*

Nathan Porter, *Information Technology and Geographic Information Systems Coordinator*

Molly Sprouse, *Information Technology Systems Technician*

Patrick McGloin, *Information Technology Systems Technician*

## **Land Bank Commission**

Eric Savetsky, *Executive Director*

Jesse A. Bell, *Administrator/Fiscal Officer*

Susan Campese, *Assistant Administrator*

Bruce Perry, *Resource Planner/Ecologist*

Jeffrey Pollock, *Property Supervisor*

Robert Earley, *Assistant Property Manager*

Edward Boynton, *Assistant Property Manager*

## **Marine and Coastal Resources Department\***

David Fronzuto, *Marine Superintendent/Harbormaster*

Sheila Lucey, *Assistant Marine Superintendent/Assistant Harbormaster*

Jeff Carlson, *Beach Manager, Natural Resources Coordinator*

Dwayne Dougan, *Deputy Shellfish Officer*

Tara Riley, *Shellfish Biologist*

Kenneth Lappin, *Assistant Harbormaster*

Jonathan C. Johnsen, *Assistant Shellfish Officer*

Elizabeth McIsaac, *Office Administrator/Licensing Agent*

Catherine Dickey, *Office Administrator/Licensing Agent*

## **Our Island Home\***

Pamela Meriam, *Administrator*

Rachael Day, *Assistant Administrator; Administrator*

Gail Ellis, *Director of Nurses*

Joanne McGarry, *Medical Records Secretary*

Kathleen Maxwell, *Medical Records Secretary*

Susan Balester, *Business Operations Coordinator*

Jack Hayes, *Plant Operations Manager*

Hugh MacVicar, *Food Service Supervisor*

Nicole Girardi, *Staff Development Coordinator*

Sybil Nickerson, *Activities Director*

Wendy Garrabrant, *Assistant Activities Director*

Erika Kieffer, *Business Office Assistant*

Laurie MacVicar-Fiske, *Social Service Worker*

Patricia Dargie, *RN*

Lisa Haye, *RN*

Ann Lindley, *RN*

Priscilla Worswick, *RN*

Lisa Toney, *RN*

Sara Jones, *RN*

Nancy Koyl, <i>LPN</i>	Carol Matson, <i>LPN</i>
Donna King, <i>LPN</i>	Nadene Haye, <i>LPN</i>
Mary Patton, <i>LPN</i>	
Panawatara Thairatana, <i>Maintenance</i>	Colleen Kinney, <i>Maintenance</i>
Diane Otts, <i>CNA Mentor</i>	Hendrick Wallace, <i>CNA II</i>
Sophia Lyttle-Liburd, <i>CNA II</i>	Jacqueline Harrison, <i>CNA II</i>
Denise McCarthy-Ricketts, <i>CNA II</i>	Jessica Mason-Wilson, <i>CNA II</i>
Barbara Clarke, <i>CNA II</i>	Avia Parkinson, <i>CNA II</i>
Gloria Sanders, <i>CNA</i>	Jenise Holmes, <i>CNA</i>
Bridget Bloise, <i>CNA</i>	Shaunette Lindo, <i>CNA</i>
Keri Flaherty, <i>CNA</i>	Maria Lemus, <i>CNA</i>
Hopie Robinson, <i>CNA</i>	Ellen Ryder, <i>CNA</i>
Sherry Twomey, <i>CNA</i>	Henry Franklin, <i>CNA</i>
Moiria Leveille, <i>CNA</i>	Marvette Ellis-Howard, <i>CNA</i>
Michelle Harrison, <i>CNA Float</i>	Andrea Lawson, <i>CNA Float</i>
Lilian Grimes, <i>CNA</i>	Tameika Outar, <i>CNA</i>
Mayon McIntyre-Hall, <i>CNA</i>	Keren Rowe Thomas, <i>CNA</i>
Alicia Briscoe-Civil, <i>CNA Float</i>	Andrea Facey-Alszon, <i>CNA Float</i>
Patricia Dorius, <i>CNA</i>	Clifford McKellop, <i>CNA</i>
Winesome Irons, <i>CNA</i>	Carlita Redding, <i>CNA Float</i>
Karen Correia, <i>Cook</i>	Ola Mae Coleman, <i>Cook</i>
Seubsiri Thairatana, <i>Cook</i>	Debra Bechtold, <i>Dietician</i>
Fernella Phillips, <i>Dietary Aide</i>	Virginia Brereton, <i>Dietary Aide</i>
Kyomitmaitee Maneewan, <i>Dietary Aide</i>	Tuki Attapreyangkul, <i>Dietary Aide</i>
Willard Baptiste, <i>Dietary Aide</i>	Maturod, Thairat, <i>Dietary Aide</i>
Sheila Barrett, <i>Housekeeper</i>	Stormy Reed, <i>Housekeeper</i>
Floris Lewis, <i>Housekeeper</i>	Sandra Araujo, <i>Housekeeper</i>
Jennifer Pask, <i>Launderer</i>	Cindy Stetson, <i>Launderer</i>
Mary Richrod, <i>Adult Day Care Supervisor</i>	
Andrea Marks, <i>Adult Day Care Assistant</i>	

#### **Park and Recreation Department\***

James P. Manchester, *Director*  
A.T. Wilce, *Office Administrator/Recreation/Youth Coordinator*  
Charles Bartlett, *Property Manager*

#### **Planning Office**

Andrew Vorce, *Planning Director*  
Leslie Woodson Snell, *Senior Planner*  
T. Michael Burns, *Transportation Planner*  
Susan Bennett Witte, *Housing Planner*  
Jeromette Hicks, *Office Administrator*  
Catherine Ancero, *Administrative Specialist*  
Venessa Moore, *Planning Assistant*

#### **Police Department**

William Pittman, *Chief*



Charles Gibson, *Deputy Chief*  
Jerry Adams, *Lieutenant*  
Thomas Clinger, *Sergeant*  
Jared Chretien, *Sergeant*  
Daniel Mack, *Sergeant*  
Daniel Furtado, *Sergeant*  
Kevin Rogers, *Officer*  
Jerome Mack, *Officer*  
Christopher Carnevale, *Officer*  
Suzanne Gale, *Officer*  
Richard Aprea, *Officer*  
Janine Mauldin, *Officer*  
Michael Nee, *Officer*  
William Sullivan, *Officer*  
Richard Pacheco, *Officer*  
Michael Mabardy, *Officer*  
Scott Quigley, *Officer*  
John Hubbard, *Officer*  
Douglas Landry, *Officer*  
Sheila Clinger, *Office Administrator*  
Melinda Burns-Smith, *Dispatcher*  
Cassandra Thompson, *Dispatcher*  
Megan Smith, *Dispatcher*  
Jessica Norris, *Dispatcher*

Angus MacVicar, *Lieutenant*  
Brendan Coakley, *Sergeant*  
Howard McIntyre, *Sergeant*  
Travis Ray, *Sergeant*  
Kevin Marshall, *Sergeant*  
John Muhr, *Officer*  
Keith Mansfield, *Officer*  
William Higgins, *Officer*  
Steven Tornovish, *Officer*  
Michael Lemenager, *Officer*  
Brett Morneau, *Officer*  
Patrick Spera, *Officer*  
Robert Hollis, *Officer*  
John Rockett, *Officer*  
David Mahoney, *Officer*  
Joshua Croft, *Officer*  
Michael Cook, *Officer*  
  
Jennifer Erichsen, *Information Technology*  
Frances Bassett, *Dispatcher*  
Hillary Ray, *Dispatcher*  
Michelle Malavase, *Dispatcher*  
Kevin Dugan, *Dispatcher*

## **Public Works Department**

Jeffrey L. Willett, *Director*  
Mohamed Nabulsi, *Assistant Director*  
Diane Holdgate, *Administrator*  
Anne Marie Crane, *Office Administrator*  
John Braginton-Smith, *General Foreman*  
Hartley Batchelder  
Perry Butler  
Richard Decker  
Nicky Duarte  
Kenneth Hammond  
John Marques  
Hendy McKenzie  
Richie O'Neil  
Nathaniel Ray  
Scott Williams  
*Wastewater Treatment Facilities*  
Robert Inglis, *Chief Plant Operator*  
Ardis Gary  
James Hardy  
Willy Leveille  
Richard Moore

Paul Boucher, Jr.  
Paul Clarkson  
Carol Driscoll  
Dale Gary  
Tristram Marks  
Tim Masterson  
Shawn Mooney  
Albert Ottison  
Raymond Sylvia  
  
Paul Frazier  
David Gray  
Noah Karberg  
Kevin Manning

**Town Administration**

C. Elizabeth Gibson, *Town & County Manager*  
Gregg Tivnan, *Assistant Town & County Manager*  
Diane O'Neil, *Project Manager/Chief Procurement Officer*  
Anne McAndrew, *Office Administrator/Licensing Agent*  
Erika Davidson Mooney, *Executive Assistant to the Town Manager*

**Siasconset Water Department**

James Charnes, *Superintendent*

**Town Clerk's Office**

Catherine Flanagan Stover, *Town Clerk*  
Nancy Holmes, *Assistant Town Clerk*  
Margaret Altreuter, *Administrative Assistant*

**Town Counsel**

Kopelman and Paige, PC

**Tree Warden**

David Champoux

**Veteran's Service Agent/Veteran's Graves Officer**

Arnold Paterson

**Visitor Services and Information Bureau**

M. Katherine Hamilton Pardee, *Director*  
David Sharpe, *Office Administrator*

**Wannacomet Water Company**

Robert L. Gardner, *General Manager*  
Heidi Holdgate, *Business Manager*  
Janice M. Davis, *Customer Service Supervisor*  
Andrea Mansfield, *Administrative Assistant*  
Christopher R. Pykosz, *Operations Manager*  
Robert West, *Engineering Technician*      Mark J. Willett, *Engineer*  
J. Curtis Glidden, *Utilityman*              Jeffrey S. Johnsen, *Utilityman*  
Robert Earle, *Utilityman*                  Kyle Roberts, *Utilityman*

**Zoning Board of Appeals**

John Brescher, *Administrator*

**Zoning Enforcement**

Marcus Silverstein, *Zoning Enforcement Officer*

*\*Department consolidated during the year resulting in various personnel changes by the end of the year (see FY 2011 and FY 2012 Organizational Charts).*

<b>BOARDS, COMMISSIONS, COMMITTEES (appointed by Board of Selectmen for fiscal year terms)</b>
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**Abatement Advisory Board**

Joseph McLaughlin	2012
Judith Moran, <i>Chairman</i>	2012
H. Flint Ranney	2012

**Ad Hoc Budget Work Group**

Rick Atherton, <i>Board of Selectmen</i>	2012
Whiting Willauer, <i>Board of Selectmen</i>	2012
Jenny Garneau, <i>School Committee</i>	2012
Robin Harvey, <i>School Committee</i>	2012
Matthew Mulcahy, <i>Finance Committee</i>	2012
Tim Soverino, <i>Finance Committee</i>	2012
C. Elizabeth Gibson, <i>Town Manager</i>	2012
Michael Cozort, <i>School Superintendent</i>	2012
Irene Larivee, <i>Finance Director</i>	2012

**Agricultural Commission**

Dylan Wallace, <i>Chairman</i>	2014
Stephen Slosek	2012
Danny Baird	2012
Morgan Beryl	2013
Dane DeCarlo	2013
Amy Zielinski	2014
Campbell Sutton	2014

**Airport Commission**

E. Foley Vaughan, <i>Chairman</i>	2012
Sheila O'Brien Egan	2012
Carl D. England, Jr.	2013
Arthur D. Gasbarro	2014
David C. Gray Sr.	2014

**Article 68 Work Group**

Michael Misurelli	2012
Lucinda Young	2012
Mark Lucas	2012
Bam LaFarge	2012
Peter Boyce	2012
Ernest Steinauer	2012
Wendy McCrae	2012
Caroline Ellis	2012
Cormac Collier	2012
Lee Saperstein	2012
Seth Rutherford	2012

**Audit Committee**

Rick Atherton, <i>Chairman</i>	2012
Michael Kopko	2012
Matthew Mulcahy	2012

**Beach Management Advisory Committee**

Maureen Beck, <i>Chairman</i>	2013
Christopher Magee	2012
Tom Quigley	2012
Diane Lang	2014
Kathleen Van Lieu	2014

**Board of Health**

Patricia Roggeveen, <i>Board of Selectmen</i>	2012
James A. Cooper	2012
Malcolm W. MacNab, MD, PhD	2013
Stephen J. Visco	2014
Helene M. Weld, RN	2014

**Bulk Fuel Study Committee**

Whiting Willauer, <i>Board of Selectmen</i>	2012
Robert DeCosta, <i>Board of Selectmen</i>	2012

**Capital Program Committee**

Peter Hoey, <i>At-Large, Chairman</i>	2012
Phil Stambaugh, <i>At-Large</i>	2013
Carol Dunton, <i>At-Large</i>	2014
Peter Boynton, <i>At-Large</i>	2014
John Tiffany, <i>Finance Committee</i>	2012
Linda Williams, <i>NP&amp;EDC</i>	2012
Patricia Roggeveen, <i>Board of Selectmen</i>	2012

**Cemetery Commission for the Town of Nantucket**

Allen Reinhard, <i>Chairman</i>	2014
Georgen Charnes	2012
Robert L. Gardner	2012
Edward B. Anderson	2013
Diane Holdgate	2014

**Community Preservation Committee (*appointed designees*)**

Ken Beaugrand, <i>Land Bank Commission, Chairman</i>	2013
Robert DeCosta, <i>Board of Selectmen</i>	2012
Mark Voigt, <i>Historic District Commission</i>	2013
John Brescher, <i>Conservation Commission</i>	2013
Linda Williams, <i>Nantucket Housing Authority</i>	2014
Barry Rector, <i>Planning Board</i>	2014
David Larivee, <i>Park and Recreation</i>	2014

**Conservation Commission**

Ernest Steinauer, <i>Chairman</i>	2014
John Brescher	2012
Sarah Oktay	2012
Andrew Bennett	2013
John Braginton-Smith	2013
Jennifer Karberg	2013
Ian Golding	2014

**Contract Review Subcommittee, Human Services**

Mary Wawro, <i>At-Large</i>	2012
John Belash, <i>At-Large</i>	2012
Christopher Kickham, <i>Finance Committee</i>	2012
Charles J. Gardner, <i>NP&amp;EDC</i>	2012
Whiting Willauer, <i>Board of Selectmen</i>	2012
Holly McGowan, <i>Council for Human Services</i>	2012
Augusto C. Ramos, <i>Council for Human Services</i>	2012

**Council for Human Services**

Mary Wawro, <i>Chairman</i>	2013
Teal Miller Beal	2012
Linda Carpenter	2012
Richard J. Ross	2012
Augusto C. Ramos	2013
John Belash	2013
Holly McGowan	2014
Jeanette Garneau	2014
Margaretta Andrews	2014

**Council on Aging**

Tom McGlinn, <i>Chairman</i>	2014
John McLaughlin	2012
Patricia Thornton	2012
Jon St. Laurent	2012
Brenda Johnson	2013
Daryl Westbrook	2013
Glenora Kelly Smith	2013
Randy Wight	2014
Chuck Gifford	2014

**Cultural Council**

Jordana Fleischut, <i>Chairman</i>	2013
Amy Jenness	2012
Wendy McCrae	2012
David L. Billings II	2013
John J. McDermott	2013
John Belash	2014

Linda Sonnonstine Spery	2014
<b>Downtown Revitalization Committee</b>	
Patricia Roggeveen, <i>Board of Selectmen</i>	2012
Robert DeCosta, <i>Board of Selectmen</i>	2012
Andrew Vorce, <i>Planning Director</i>	2012
H. Flint Ranney, <i>Steamship Authority</i>	2012
Kate Hamilton, <i>Visitor Services</i>	2012
Gene Mahon, <i>At-Large</i>	2012
<b>Energy Study Committee</b>	
Anne Kuszpa, <i>Chairman</i>	2012
John H. Stover	2012
Whiting Willauer	2012
Peter Morrison	2013
H. Flint Ranney	2013
Chris Magee	2013
Ian Golding	2014
Ken Blackshaw	2014
Zachary Dusseau	2014
<b>Finance Committee</b>	
Matthew Mulcahy, <i>Chairman</i>	2014
James Kelly	2012
Steven McCluskey	2012
Christopher Kickham	2012
Peter Morrison	2013
Clifford J. Williams	2013
Matt Fee	2013
John Tiffany	2014
Timothy Soverino	2014
<b>Harbor Plan Implementation Committee</b>	
Carl Sjolund, <i>At-Large</i>	2012
Sarah Oktay, <i>At-Large</i>	2012
Leslie Johnson, <i>At-Large</i>	2013
Diane Coombs, <i>At-Large</i>	2014
Whiting Willauer, <i>At-Large</i>	2014
Bam LaFarge, <i>SHAB</i>	2012
Doug Smith, <i>SHAB</i>	2012
Dr. Peter Boyce, <i>SHAB</i>	2012
Robert DeCosta, <i>Board of Selectmen</i>	2012
<b>Mosquito Control Advisory Committee</b>	
Kenneth Giles	2012
Charles Stott	2012
Kara Buzanoski, <i>Department of Public Works</i>	2012

Helene Weld, RN, <i>Board of Health</i>	2012
John Braginton-Smith, <i>Conservation Commission</i>	2012
<b>Nantucket Affordable Housing Trust</b>	
Matthew MacEachern, <i>At-Large</i>	2012
Charles A. Hughes, <i>At-Large</i>	2013
Fernando M. Esteban, <i>At-Large</i>	2013
Linda Williams, <i>Nantucket Housing Authority</i>	2012
Michael Kopko, <i>Board of Selectmen</i>	2012
Patricia Roggeveen, <i>Board of Selectmen</i>	2013
Whiting Willauer, <i>Board of Selectmen</i>	2013
Rick Atherton, <i>Board of Selectmen</i>	2014
Robert DeCosta, <i>Board of Selectmen</i>	2014
<b>Nantucket Historical Commission</b>	
Deborah Timmermann, <i>Chairman</i>	2013
Diane Coombs	2012
Caroline Ellis	2012
Paul Nicholson	2013
Philip Gallagher	2014
<b>Nantucket Planning and Economic Development Commission</b>	
Nathaniel Lowell, <i>Planning Board, Chairman</i>	2012
Linda Williams, <i>Planning Board</i>	2013
Barry Rector, <i>Planning Board</i>	2014
Sylvia Howard, <i>Planning Board</i>	2015
John McLaughlin, <i>Planning Board</i>	2016
Rick Atherton, <i>County Commission</i>	2012
Bertyl Johnson, <i>Housing Authority</i>	2012
Andrew Bennett, <i>Conservation Commission</i>	2012
Kara Buzanoski, <i>Department of Public Works</i>	2012
<i>Community At-Large Members</i>	
Brain Chadwick	2012
Charles J. Gardner	2013
Donald Visco	2014
<b>Parks and Recreation Commission</b>	
F. Nash Strudwick, <i>Chairman</i>	2012
Heather Williams	2012
David Larivee	2013
Charles J. Gardner	2014
Keith Yankow	2014
<b>Registrars of Voters (terms expire March 31)</b>	
Carolyn Gould	2012
Janet Coffin	2013
David Goodman	2014

Catherine Flanagan Stover, *ex officio*

**Roads and Right-of-Way Committee**

Allen Reinhard, <i>Chairman</i>	2013
Sylvie O'Donnell	2012
John Stackpole	2012
Harvey Young	2012
D. Anne Atherton	2013
Nathaniel Lowell	2014
Lee W. Saperstein	2014
Bert Ryder	2014
Andrew Vorce, <i>NP&amp;EDC, ex officio</i>	

**Scholarship Committee**

Jeanette Topham, <i>Chairman</i>	2012
John O'Neill	2012
Philip Gallagher	2012
Pamela Bartlett	2013
Mark Voigt	2013
David Fronzuto	2014
Erika Davidson Mooney	2014
Michael Cozort, <i>School Superintendent</i>	

**Shellfish Management Plan Oversight Committee**

Tara Riley, *Town Biologist*  
Matt Herr  
David Fronzuto, *Marine Superintendent*  
Cormac Collier, *Nantucket Land Council*  
Dr. Jacob Kritzer, *Environmental Defense Fund*  
Dr. Peter Boyce, *SHAB*  
Douglas Smith, *SHAB*  
Frank Dutra, *Nantucket Shellfish Association*  
Carl Sjolund, *Nantucket Shellfish Association*

**Tree Advisory Committee**

David Champoux, <i>Chairman, Tree Warden</i>	
James Cook	2012
Terry Pommert	2012
Sam Myers	2013
Michael Misurelli	2013
Paul Droz	2014
Whitfield Bourne	2014
Kara Buzanoski, <i>Department of Public Works, ex officio</i>	

**Visitor Services and Information Advisory Committee**

Gene Mahon, <i>Chairman</i>	2013
Louise Swift	2012

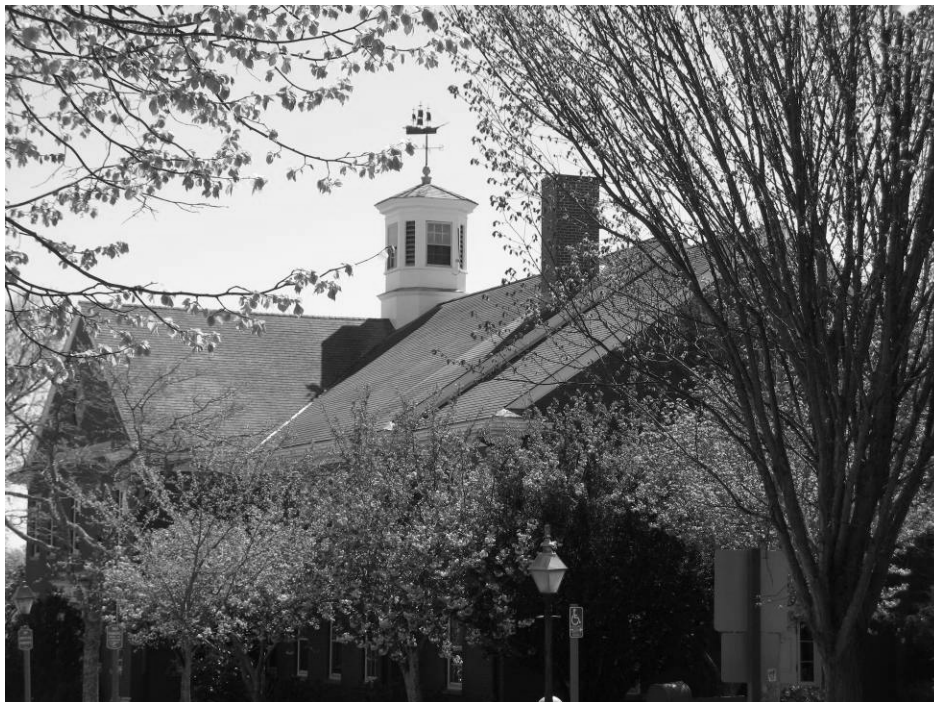


Kristin Chambers-O'Reilly	2012
Diane Reis Flaherty	2013
Charles Balas	2013
David Larivee	2014
Wendy McCrae	2014

<b>Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Port Council</b>	
Nathaniel Lowell	2013

#### **Zoning Board of Appeals**

Edward Toole, <i>Chairman</i>	2014
Dale Waine	2012
Lisa Botticelli	2013
Michael O'Mara	2015
Kerim Koseatac	2016
<i>Alternate Members</i>	
Susan McCarthy	2012
Michael Angelastro	2013
Mark Poor	2014



## APPOINTMENTS BY TOWN MANAGER

### Advisory Committee of Non-Voting Taxpayers

Howard Blitman, <i>Chairman</i>	2012
Roger Ernst	2012
Justin Strauss	2012
James Treanor III	2012
Louis Bassano	2013
Harris E. Stone	2013
Susan Matloff	2013
David Brown	2014
William Sherman	2014
Robert Lucas Fischer	2014
Richard Wolfe	2014

### Commission on Disability

Milton Rowland, <i>Chairman</i>	2014
Nancy Rezendes	2012
Whiting Willauer	2012
Billie Olson	2013
Ellen Braginton-Smith	2013
Georgia Anne Snell	2014
Jeanette Topham	2014

### Taxi Advisory Committee (appointed by Town Manager)

Susan Marques, <i>Taxi Representative</i>	2012
Lisa Bouchard, <i>Taxi Representative</i>	2013
David Larivee, <i>Taxi Representative</i>	2014
Lynne Robinson, <i>Community At-Large</i>	2013
David Sharpe, <i>Visitors Services</i>	2012
John O'Connor, <i>Restaurant Assn./Chamber of Commerce</i>	2012
Lt. Angus MacVicar, <i>Police Department</i>	2012

### Traffic Safety Work Group

Michael Burns, <i>Transportation Planner</i>	2012
Charles J. Gardner, <i>At-Large</i>	2012
Arthur Gasbarro, <i>At-Large</i>	2012
Mark McDougall, <i>Fire Chief</i>	2012
Erika Davidson Mooney, <i>Town Administration</i>	2012
Mohamed Nabulsi, <i>Public Works</i>	2012
William Pittman, <i>Police Chief</i>	2012
Milton Rowland, <i>Commission on Disability</i>	2012

## APPOINTMENTS BY COUNTY COMMISSIONERS

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Governing Board  
H. Flint Ranney 2012

## STATE AND COUNTY OFFICERS

### County Commissioners

Patricia Roggeveen, <i>Chairman</i>	2013
Michael Kopko	2012
Whiting Willauer	2013
Rick Atherton	2014
Robert DeCosta	2014

### Deeds, Registry of

Jennifer Ferreira, <i>Register</i>	2012
Kimberly Cassano, <i>Assistant Register</i>	
Jessica Gage, <i>Administrative Assistant</i>	

### Superior Court

Mary Elizabeth Adams, <i>Acting Clerk of Court</i>	2012
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### District Court

Joseph I. Macy, *First Justice*  
Deborah A. Dunn, *Associate Justice*  
Matthew R. Quinn, *Acting Clerk/Magistrate*  
John H. Mezzetti, *Acting Chief Probation Officer*  
Linda Aguiar, *Probation Case Coordinator II*  
Jennifer Larrabee, *Head Administrative Assistant*  
Darlene Hull, *Case Coordinator II*

### Probate and Family Court

Randy J. Kaplan, <i>Justice</i>	
Susan Beamish, <i>Register</i>	2014

## NANTUCKET STATE AND FEDERAL REPRESENTATIVES

Scott P. Brown, <i>US Senator</i>	2012
John F. Kerry, <i>US Senator</i>	2014
William Keating, <i>US Representative</i>	2012
Timothy R. Madden, <i>State Representative</i>	2012
Daniel A. Wolf, <i>State Senator</i>	2012

## GENERAL GOVERNMENT REPORTS

### BOARD OF SELECTMEN

*The mission of the Board is to serve the community by providing clear, concise goals and policies that ensure quality in the delivery of Town services, long-term planning, and improved efficiencies in operating Town government.*

The Board's Annual Report for the year ending June 30, 2011 commenced with the Annual Town Election held in April 2010. At that time, the voters re-elected Patty Roggeveen to a second term and chose Whitey Willauer to rejoin the Board after a brief hiatus. Ms. Roggeveen and Mr. Willauer served along with continuing members Rick Atherton, Brian Chadwick and Michael Kopko. Allen Reinhard completed his three-year term with the dedication that exemplifies his long record of community service. The Board held its organization meeting and elected Ms. Roggeveen Chair and Mr. Willauer Vice Chair.

Goals for the coming year were adopted: They included elements of fiscal planning, administration of Town government and quality of life. The goals prioritized the work of the Board, in addition to its ongoing responsibilities such as permit and license approvals, real-estate transactions, budget preparation, analysis of capital needs and, most important, responding to the concerns of Nantucket citizens and evaluating the performance of the Town Manager.

The Board manages its activities by holding weekly meetings, interfacing with the Town Manager, and networking with committees established by Massachusetts General Law, the Nantucket Bylaw and its own initiative. Through a coordinating system of liaisons, attendance at meetings and designated memberships, the Board is made aware of decisions and recommendations that impact on its own initiatives.

The Board's goal related to capital projects focused primarily on developing an approach to the decision-making process for extending sewer-collection lines into the "needs areas" as identified by the Comprehensive Wastewater Management Plan (CWMP) adopted by the Town, and the State and Federal Departments of Environmental Protection in 2004. Prior to the 2011 Annual Town Meeting, the Board decided that the options and information necessary for a fully informed recommendation were not complete and ready to submit to the voters for consideration. Subsequently the Board has worked with the Town Manager and the Town's consultants to update the CWMP.

In the area of financial management the Board and the Town Manager had to confront the disappointing receipt of another qualified audit for FY 2010. After an improved outcome for FY 2009, this unacceptable audit led the Board to amend its goals. It specifically highlighted the effort "to clean up all impediments to non-qualified audit for the fiscal year ending June 30, 2011." While substantial effort and cost have gone into the work required, the final result will only be known when the report is received in early 2012.

The Board conducted the annual evaluation of the Town Manager following a process adopted a number of years ago. Individual members completed a form with numerical ratings in several performance areas, along with comments. The Chair of the Board compiled the individual ratings and comments into one overall composite evaluation. All documents related to the evaluation were made available to the public. The Town Manager's contract was renewed for three years.

Annual Town Meeting 2011 adopted three articles that required increased real-estate taxes and necessitated ballot votes. All three had received positive recommendations from the Finance Committee and the Board. However, the citizen initiative to reapportion how the Town pays for the upgrade to both sewer-treatment plants and an article to provide funds for the taking of certain roads in Surfside were not successful in the subsequent ballot vote, while the article to adopt a \$100,000 operating override to provide resources for mosquito control was adopted by the voters.

Town Meeting also adopted the Board and Finance Committee's recommendation for operating budgets for the Town and its Enterprise Funds. The operating budget for FY 2012 funded the Town's services within the expected revenue from recurring sources, requiring no operating override. That no operating override was necessary was helped by the vote of Town Meeting in 2010 to adopt the local options to increase the sales tax and the lodging tax. This followed budgets for fiscal years of 2008, 2009, 2010 and 2011 that also did not necessitate operating overrides.

The Board has continued to recognize the difficult economic times the community has faced and, along with the Town Manager and the staff, has acted to bring the cost of Town operations into line with the lower level of business activity our citizens are experiencing. Efforts in this regard have involved consolidations in the reorganized Department of Inspectional Services and the Human Services programs delivered by the Town. Consistent with another Board goal, efforts will continue to use technology to streamline and maintain close contact with our citizens.

One of the annual Board responsibilities that significantly impacts the Town is the committee-appointment process. Annually at the end of June, the Board appoints citizens to serve on Nantucket's boards and commissions. In June of 2011, the Board chose to appoint two new members to the Airport Commission. More than 50 other appointments were made. Also of note is that two new independent commissions have been approved by the State legislature and the Governor. One is a newly constituted Board of Health and the other is the Cemetery Commission. The Board of Selectmen had previously acted as the commissioners for both of these areas of responsibility.

Addressing the need to maintain the Town's facilities, the Board recommended, and Town Meeting authorized, the disposal of the Mooney Building on Federal Street. It is anticipated that a plan to renovate the 20 South Water Street facility will allow the Finance Department to move out of space that is clearly not up to standard and will require increasing monies to maintain. In July 2010, the Board voted to hold its meetings in the new Public Safety Building at 4 Fairgrounds Road. It is expected that all the Town's boards, commissions and committees will also hold their sessions at this location and that the community public-access television station (Channel 18) will soon begin broadcasting as many Town meetings as possible.

The Town of Nantucket continues to operate, as it has since its incorporation 1671, with an Annual Town Meeting as its highest legislative body. In an effort to promote increased participation the Board of Selectmen decided in June 2011 to hold the 2012 meeting on a Saturday, March 31.

Mr. Chadwick retired in April 2011 after serving two terms on the Board. He was thanked for his service by the community and wished well in his future endeavors. Mr. Atherton was re-elected to a second term and Bob DeCosta joined the Board.



From left: Selectmen Michael Kopko, Patty Roggeveen, Whitey Willauer, Rick Atherton, Bob DeCosta, Town Manager C. Elizabeth Gibson, and Assistant Town Manager Gregg Tivnan.

In order to be effective, the Board continues to solicit and welcome comments and suggestions from the citizens of Nantucket.

Respectfully submitted,

Rick Atherton  
Chairman

#### ***HUMAN RESOURCES DEPARTMENT***

During this fiscal year Human Resources participated in three regular union negotiations: SEIU at Our Island Home, the Police Patrolmen, and the Police Superior Officers. Human Resources also participated in "impact bargaining" with both units of the Laborers' International Union of North America in order to implement department consolidations.

The department consolidations were a restructuring of positions that resulted in changes in the operational areas of Human Services, Parks and Recreation, and services related to code enforcement and regulatory matters in conservation, health, building, and historic district management. The consolidation impact bargaining began in November 2010 and ended in May 2011 for a July 1, 2011 implementation. As a result of the restructuring eight positions were eliminated.

The effort known as the benefits transition was officially completed on June 30, 2011. In this transition, the following benefit categories transferred from the Treasurer's Department to the Human Resources Department: medical insurance, dental insurance, life insurance, deferred compensation programs, and life, disability and cancer insurance. Human Resources is now responsible for all of the Town's benefits administration. To kick off this new effort, Human Resources hosted the Town's first Employee Benefits

Fair on May 23, 2011 at the Public Safety Facility. Representatives from the Town's insurance vendors were present and the Fair coincided with the annual open enrollment process. This approach doubled the number of employees who participated in dialog with the vendors.

The Human Resources Department expanded communication with employees by restarting monthly distribution of the newsletter from the Employee Assistance Program (EAP). Through a Request for Proposal (RFP) procurement effort the contract with the Town's EAP vendor was renewed for two years.

With the change of the Town's legal counsel to Kopelman and Paige, P.C., Human Resources transitioned to new labor counsel, John Dolan. The transition went well and Human Resources is pleased with new counsel.

Respectfully submitted,

Patricia M. Perris  
Human Resources Director

## ***INFORMATION TECHNOLOGY***

The Information Technology (IT) Department is responsible for implementing and maintaining the technology infrastructure and computing environment for the Town of Nantucket. This encompasses all desktop and laptop computers, software and business applications, servers and wireless and fiber network communications equipment. Other responsibilities include the administration and management of the Town's internal email system, main municipal financial system (MUNIS), Geographic Information System (GIS), Document Management System and the Town's website, [www.nantucket-ma.gov](http://www.nantucket-ma.gov).

Our department's primary goal is to provide a reliable, secure computing environment that facilitates the use of technology to deliver a more effective and efficient government to the citizens and business community of Nantucket. The following is a summary of the initiatives that were achieved during the 2011 fiscal year.

- We continued to provide support for the Town's financial system, MUNIS, completing a number of significant projects, including the implementation of decentralized cash receipts and a Disaster Recovery process with Tyler Technologies. A new version of MUNIS was installed in May of 2011 which utilizes a web-based Dashboard tool which allows users to launch MUNIS programs and other applications from a single work area. Planning for the next upgrade scheduled for August, 2011 began with the purchase of a new server to accommodate MUNIS's 64-bit application.
- The IT Department sponsored a Worcester Polytechnic Institute (WPI) Interactive Qualifying Project to develop a framework for the development of an Information Security Program for the Town of Nantucket. This program will ultimately improve the security of confidential and personal information through the use of comprehensive policies and procedures.
- In January 2011, two of the Town's primary Internet security related systems were updated. We replaced our Internet monitoring software, Surf Control with a product called Websense, which offers improvements in our ability to monitor and control Internet access, and our ability to protect the Town's network and systems from potentially harmful internet content. Additionally, an upgrade to our Antivirus

system to Symantec Endpoint Protection provides improved virus protection for the Town's desktops and servers.

- An Information Technology Strategic Plan was drafted and presented to the Board of Selectmen in February 2011, receiving positive feedback.
- Together with the Town Clerk's office, the IT Department coordinated a consulting engagement to assess the Town's needs for a comprehensive records management system. Over 20 departments were interviewed with the goal of developing a phased implementation plan for a Town-wide document management system.
- IT was heavily involved as a member of the Permit Software Work Group, charged with the evaluation and selection of a comprehensive Permit Tracking Software System that will integrate departmental permitting, inspections, planning, code enforcement and licensing. A formal RFP was submitted with selection reviews to begin in August.
- Fiber optic cabling was installed at the Marine and Annex buildings on Washington Street, providing a much faster, more stable connection to the Town's network than the existing wireless connection. We also worked with Public Safety and School IT Departments to install fiber from the new Public Safety Facility to the 2 Fairgrounds Road building, the Nantucket High School and the Fire Department.
- Work continued this past fiscal year on the new domain migration. All user desktops, files and shared common directories were moved over to the new domain. This project also included the deployment of additional new servers into the environment as well as the decommissioning of old servers.
- We worked with Wannacomet Water to implement a new water tower metering system which transmits water usage to new servers installed at the Water Company's main office building.
- The Town's website continues to be one of the primary sources of information for citizens and visitors, logging over 2.6 million hits this past year and averaging over seven thousand hits per day. In addition, we had 66,115 visitors to the on-line GIS website.
- In FY 2011, we acquired a new large format scanner and a new large scale plotter, increasing GIS printing efficiencies. One hundred fifty map requests were received and we had our busiest Town Meeting ever with fifty-three maps being created.

In fiscal year 2012, we will move into our new office space in the Public Safety Facility relocating the Town's servers into a more secure datacenter environment. Other upcoming projects include the selection and implementation of a Permit Tracking Software system, a Document Management software upgrade and a desktop replacement project with the goal to replace all desktops over 4 years old.

In closing, I would like to extend my appreciation to my staff, Margaret Sprouse, Patrick McGloin, and Nathan Porter for all of their hard work throughout the year and to all Town departments for their continued support.

Respectfully submitted,

Linda Rhodes  
Information Systems Administrator



## NANTUCKET ISLANDS LAND BANK

Nantucket Islands Land Bank was established by the voters of Nantucket in 1984 for the purpose of acquiring, holding, and managing important open space resources of the Island for the use and enjoyment of the general public. Funding for the program is derived primarily from a two percent transfer fee levied against most real property transfers within Nantucket County. Fiscal year 2011 yielded \$13,007,003 in transfer fee revenues compared to last year's \$10,367,508. The Land Bank acquired 33.76 acres of land at a cost of \$13,705,000. The Land Bank now owns 2,707 acres with an additional 370.47 acres permanently protected by conservation restrictions. Since its inception, the Land Bank has spent \$219,005,262 on land purchases on the Island.

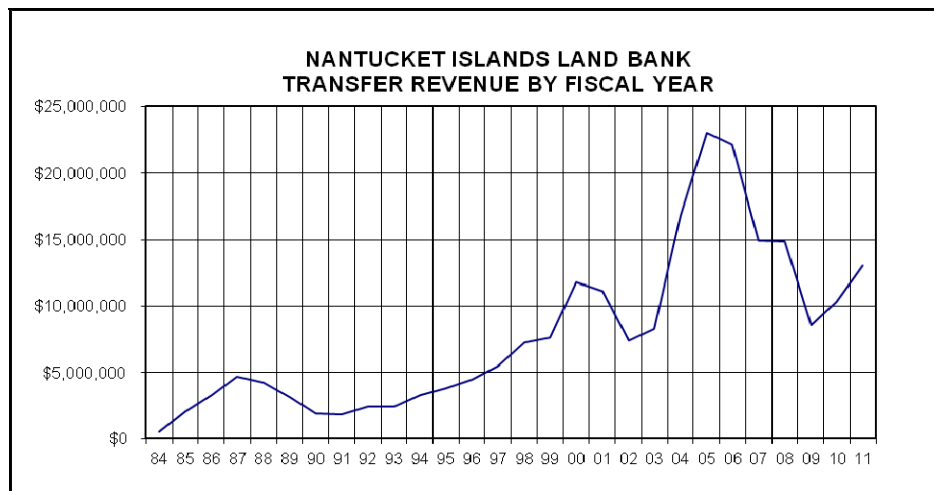
Five elected Land Bank Commissioners serve without compensation administering the Nantucket Islands Land Bank Act (Chapter 669 of the Acts of 1983, as amended).

Robert L. Gardner	April 2012
Allen B. Reinhard	April 2013
John J. Stackpole	April 2014
Philip D. Bartlett	April 2015
Neil Paterson	April 2016

The Commission received full-time staff support from Executive Director Eric Savetsky, Administrator/Fiscal Officer Jesse A. Bell, Resource Planner/Ecologist Bruce W. Perry, Property Supervisor Jeffrey W. Pollock, Assistant Property Manager Robert W. Earley, and Assistant Property Manager Edward Boynton. Part-time office staffing was provided by Assistant Administrator Susan Campese. Part-time seasonal property management was provided by Brian Paonessa.

### REAL PROPERTY TRANSFERS AND FEE COLLECTION

During the year the Land Bank processed 923 real property transfers having a total gross value of \$702,108,204 compared to last years \$594,542,034. The following graph shows transfer fee revenues since the Land Bank's inception in 1984:



## SOURCE AND USE OF LAND BANK FUNDS

Sources of Land Bank revenue include transfer fee income, interest earned on investments, proceeds from the issuance of land acquisition bonds and notes, and charitable contributions. All funds received by the Land Bank are deposited into a revolving account which the Commission uses to administer land acquisition and property management programs, and to retire debt issued for land acquisitions. The fiscal year 2011 financial summary is shown below:

### Assets:

Undesignated Cash and Equivalents	\$7,751,781
Designated Cash and Equivalents	6,950,970
Receivables	125,654
Inventory and Prepaid Expenses	451,324
Land	227,565,497
Buildings and Equipment	<u>16,488,777</u>
	\$259,334,003

### Liabilities:

Notes Payable	\$6,650,000
Bonds Payable	24,989,835
Other Payables and Liabilities	<u>913,851</u>
	\$32,553,686

Net Assets	<u>\$226,780,317</u>
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### Revenues:

Land Bank Transfer Fee	\$13,007,003
Golf Operating	2,781,619
Other Income	258,028
Interest Income	<u>160,089</u>
	\$16,206,739

### Expenses:

Land Bank Operating	\$1,421,305
Golf Operating	3,227,193
Land Bank Interest	944,573
Golf Interest	<u>115,640</u>
	\$5,708,711

Net Income	<u>\$10,498,028</u>
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## LAND ACQUISITIONS – FISCAL YEAR 2011

The Land Bank acquired seven new properties adding a total of 33.76 acres to its holdings during fiscal year 2011. A brief description of each new acquisition and its purchase price is listed in chronological order as follows:

#### 47 Grove Lane (\$55,000)

This one acre mixed wetland/upland property is located along an unconstructed portion of Grove Lane. The property is surrounded by other conservation land and is part of a large wetland system that runs the length of Grove Lane.

#### 28, 30A & 30B Washington Street (\$6,900,000)

This harbor front property consists of three separate but adjoining lots and a total of 0.43 acres. As part of this acquisition the Land Bank worked with the Maria Mitchell Association to swap their waterfront property for a larger two lot property owned by the sellers directly across the street. The Maria Mitchell Association plans to construct a natural history museum facility at their new location. The Land Bank plans to remove existing structures from the three waterfront lots to open up harbor views from Washington Street and make the properties accessible to the public.

#### 80 Miacomet Avenue (exchange)

This 4.46 acre property located directly on the west side of Miacomet Pond was zoned for 5,000 square foot lots and could have been a very dense subdivision. The acquisition was part of complex project involving the Town, the Land Bank, and the property owner to relocate the owner's heavy commercial/industrial uses out of this sensitive residential neighborhood to a newly established industrial park east of the airport. The Land Bank also has extensive holdings directly across Miacomet Road from this new property.

#### 63 Millbrook Road (\$750,000)

This 2.72 acre property located directly across the street from the Land Bank's Nicolaci property adds to the large contiguous open space tract there and will allow the creation of trail connections to Hawthorne Lane, Dukes Road and the Land Bank's Peterson property on Madaket Road.

#### 70 Miacomet Road (\$6,000,000)

The Land Bank and the owner started discussions regarding preserving this 25.15 acre property over ten years ago. The owner, who grew up on Nantucket, wanted to see the bulk of his family's land protected. He retained a pair of two acre lots for his family and sold the remaining 25 acres to the Land Bank. The property is heavily wooded with scrub oak and pine trees, and abuts an additional 7.6 acres of Land Bank property creating a larger tract of preserved land. The property is located directly across the street from Miacomet Pond and conservation of this property will help to protect the pond's water quality over the long-term.

### **PROPERTY MANAGEMENT**

Property management activities this year included annual projects such as maintenance of walking trails, grassland restoration mowing and burning, brushcutting of heavily overgrown areas, opening up scenic vistas, rare plant monitoring, invasive plant species management, beach clean-up, beach access management, property line delineation, and maintenance/improvement of roadways and parking areas which provide public access to Land Bank and other public properties. In addition to these annual activities the following projects were completed:

Cisco/Hummock Pond Area – the Land Bank removed significant numbers of live as well as dead and diseased pine trees that were both an eyesore as well as an invasive species. Pine tree removal also helps promote rare sand plain grassland habitat.

Cisco Beach – the beach parking area at this property was adjusted to the north due to erosion.

Latici Property/29 North Cambridge Street – the house and garage were removed from this property, a parking area was created and the remainder of the property was restored to its natural condition.

Keane Property/16 East Creek Road – the existing cellar hole was filled and a small parking area was created.

Gaillard Property/86 Union Street – a five-year project to eradicate invasive Phragmites plants from this property as well as the Town's Consue Springs property began.

Hinsdale Park/50 Old South Road – work on this park property continues with completion of the labyrinth, installation of additional irrigation, and installation of benches.

Peterson Property/50 Madaket Road – work continues on removal of invasive plant species, grading and restoration of the property.

Sanguinetti Property/44 Almanac Pond Road – additional boardwalk sections were constructed in wet areas on the trail planned to connect to Stump Pond and Windswept Cranberry Bog.

Respectfully submitted,

John J. Stackpole  
Chairman

#### **LEGISLATIVE UPDATE**

I am again deeply honored to have been reelected and writing to you as Nantucket's State Representative. Once more, I would like to thank former State Senator Robert O'Leary for his years of service to the Island, as well as formally welcome Daniel Wolf in his new position as State Senator for the Cape and Islands. This past year was a time of transition with the campaign season and the start of a new formal session, thus, few statewide initiatives were taken up. That being said, many Nantucket home rule petitions were passed into law.

In October of 2010, *An Act to Further Clarify the Nantucket Islands Land Bank Act Regarding Real Property Interests Subject to the Land Bank Act's Transfer Fee* was signed. This legislation will assist in clarifying and correcting some inconsistencies, so that the transfer fee can be administered in a fair and equitable way for all parties. Prior to this legislation, the transfer fee could apply differently to individuals, corporations, trusts, and partnerships. The act allows the transfer fee to be applied more uniformly.

In June 2011, *An Act Establishing a Separate Cemetery Commission for the Town of Nantucket* was approved by the Governor. Its passage allows for the creation of a five member Cemetery Commission for the Island. This should assist the Town by ensuring there is a specific group chosen to address the numerous cemetery issues facing Nantucket.

In addition to the passage of these important pieces of local legislation, we were able to work with Registry of Motor Vehicles Registrar Rachel Kaprielian and the Patrick Administration to offer Class CDL Driving Tests on the Island. Island companies and their drivers will be able to save a great deal of time and money by being able to stay on-island for these examinations. I would like to thank the local truck drivers who advocated for this, as they were essential in making this happen.

In conclusion, I would like to thank Eric Savetsky of the Land Bank, Town Clerk Catherine Stover, and Senators O'Leary and Wolf, as well as their respective staffs, for all their assistance in regarding these pieces of legislation and initiatives. I am incredibly proud to represent our Island and the district as a whole in the State House. I have been blessed with an active constituency and am honored to be your State Representative.

Respectfully submitted,

Timothy R. Madden  
State Representative  
Barnstable, Dukes and Nantucket

#### ***DEPARTMENT OF MUNICIPAL FINANCE***

The Department of Municipal Finance includes Assessing, Treasury, Collections, and Finance and Operations. The department operates under the requirements of Massachusetts General Law (MGL) and the Massachusetts Department of Revenue (DOR). An independent firm of Certified Public Accountants audits the Town's financial statements annually.

#### **ASSESSING**

The Assessor's office personnel collect, compile, and verify data for the valuation of all real estate and personal property, a total of 17,951 residential, commercial, open space, personal property and exempt accounts. In addition to assessing real estate and personal property accounts, the Assessing Department processes property tax abatements, motor vehicle and boat excise taxes and abatements, statutory exemptions, residential exemptions and abutters' notification lists.

Once every three years, the DOR's Bureau of Local Assessment does a complete review and certification of the assessment records and values of every community in the Commonwealth. Fiscal year 2011 values for all property were as follows:

Residential properties	\$15,588,918,600
Mixed use properties	531,817,575
Commercial and industrial	852,331,100
Farm and recreational land	13,493,825
Open Space	12,152,700
Personal property	209,716,105
Total taxable property	\$17,208,429,905
Exempt property	3,740,515,200
Total property assessed value	\$20,948,945,105

Total taxable property decreased by \$2,854,966 or -14.03% compared to the previous year. Assessment data is available to the public on the Town's website at [www.nantucket-ma.gov](http://www.nantucket-ma.gov).

The Town's levy limit in 2011 was \$54,149,195, an increase of \$1,645,647 or 3.04%. The increase came from the allowable 2½ % increase, which yielded revenue of \$1,312,589 and certified new growth which yielded revenue of \$333,058.

Levy Base (previous fiscal year's Levy Limit)	\$55,503,548
Proposition 2½	1,312,589
Revenue from Certified New Growth	333,058
Fiscal Year 2011 Levy Limit (next fiscal year's Levy Base)	\$54,149,195
Debt Exclusion	8,890,665
Fiscal Year 2011 Maximum Levy	\$63,114,088

The actual tax levy for FY 2011 was \$63,040,150, an increase of \$1,706,555 or 2.71% over the previous year. In addition to the allowable increases to the levy limit noted above, the tax revenue for debt on voter approved projects increased in 2011 by \$74,228. Property tax abatements granted on the 2011 tax levy during the abatement period totaled \$486,493.51, or .007% of the levy.

**Tax rates for fiscal year 2011 were:**

Residential	\$3.58
Open Space	\$3.42
Commercial	\$6.41
Industrial	\$6.41
Personal Property	\$6.41

For comparison, the average residential tax rate in the Commonwealth of Massachusetts in 2011 was \$13.18. Nantucket's composite tax rate was \$3.66. This is the rate that would be charged if the community used a single rate structure. One penny on the composite tax rate yielded \$172,084, compared to \$203,967 in fiscal year 2010.

A residential exemption is available for year round residents, as authorized by MGL. Average values and taxes on residential properties are listed in the next chart.

	Assessed Value	Less: Residential Exemption	Taxed Value	Real Estate Tax
Nantucket year-round residential	\$1,100,235	\$304,992	\$795,243	\$2,847
Massachusetts average residential <sup>1</sup>	\$373,628	N/A	\$373,628	\$4,117
Nantucket all residential	\$1,524,960	N/A	\$1,524,960	\$5,459

<sup>1</sup> <http://www.mass.gov/Ador/docs/dls/mdmstuf/PropertyTax/bill10.xls>. State average does NOT include Nantucket and the fourteen other communities that have a split residential/commercial tax rate.

The Town's levy ceiling under Proposition 2½ is the maximum amount that could be raised through property taxes with voter approval, and is equivalent to a tax rate of \$25.00. For FY 2011, that amount was \$430,210,748 resulting in override capacity of \$376,061,553.

## TREASURY AND COLLECTIONS

The Collector's office personnel bill and collect for real estate, personal property, motor vehicle excise and boat excise taxes, and landfill bills. In addition, they process police and fire off-duty bills, departmental receipts for the Town and County, process lockbox payments, and prepare municipal lien certificates for property sales or transfers.

Tax collections were \$62,259,837 or 98.6% of the levy. This amount includes collections of delinquent taxes and tax liens. Property tax revenue represented 86.8% of revenue for the general operating fund. Other revenue for the general operating fund of the Town for FY 2011 is as follows, shown with FY 2010 for comparison:

Other Revenue	2011	2010
Excise Taxes – motor vehicle, room, boat, meals	\$ 4,545,127	\$ 2,845,363
Our Island Home/ACDC charges, Medicaid receipts	0	3,627,591
Licenses, permits, rentals, fees	1,996,906	2,073,025
Penalties, interest, fines, forfeits	951,976	910,113
Other income	126,418	274,180
State Funding	1,650,876	1,704,342
<b>Total other revenue</b>	<b>\$9,271,303</b>	<b>\$11,431,614</b>

The Treasurer's office personnel process payroll for the Town, County, NRTA, and Land Bank, handle employee and retiree medical insurance, invest Town funds as allowable by law, collect on or close liened tax accounts, make all debt service payments, and work with our financial advisor and bond counsel on the financial disclosure related to issuing new debt and SEC required reporting for outstanding debt.

MGL defines allowable borrowing purposes, maximum terms, limitations to overall debt, and types of borrowing that are inside or outside a legally defined debt limit. The debt limit for inside debt is 5% of Equalized Value (EQV) as determined by the Commonwealth, biannually. Nantucket's proposed 2011 EQV is \$22 billion, the 4<sup>th</sup> highest in the Commonwealth, and the debt limit is \$1.1 billion.

The Town's long-term debt outstanding on June 30, 2011 consists of Governmental Funds debt of \$58,889,694 and Enterprise Fund debt of \$87,665,734. Changes in general long-term debt during the year are shown in the following chart. Additional detail is available in the audit report (note that for audit report purposes, any short term borrowing at year end, which was converted to long term debt prior to the issuance of the audit report, is reported as long term debt at year end, in accordance with Generally Accepted Accounting Practices (GAAP)). This chart does not follow GAAP reporting conventions.

Description	Balance 06/30/2010	Additions	Reductions	Balance 06/30/2011
<b>Governmental Funds</b>	\$65,467,891	\$ 0	\$6,578,197	\$58,889,694
<b>Enterprise Funds:</b>				
Siasconset Water	8,835,000	0	510,000	8,325,000
Wannacomet Water	18,770,000	0	1,230,000	17,540,000
Nantucket Memorial Airport	2,120,000	5,000,000	680,000	6,440,000
Sewer	57,544,955	0	2,184,221	55,360,734
Solid Waste	0	0	0	0

Total Enterprise Funds	\$87,269,955	\$5,000,000	\$4,604,221	\$87,665,734
Total Long Term Debt	\$152,737,846	\$5,000,000	\$11,182,418	\$146,555,428

Governmental fund debt consists primarily of General Fund debt, and includes obligations on behalf of the Nantucket Islands Land Bank and the Sewer Enterprise Fund. Long term debt was issued during the year at an effective interest rate of 4.0%. Moody's Investors Service affirmed the Town's Aa2 rating on long-term debt, stating that the Aa2 rating continues to reflect the Town's substantial tax base and healthy financial position. However, Moody's noted the Town may face challenges of maintaining a structural balance with slow revenue growth and increasing operating expenditures especially with two of the Town's enterprise funds (Solid Waste and Our Island Home) and personnel costs.

Reductions of debt include restructuring of borrowing from Massachusetts Water Pollution Abatement Trust for the Surfside Waste Water Treatment Facility, which reduced debt outstanding for the General Fund and the Sewer Enterprise Fund. The Town's debt is structured to retire 59% of principal within ten years.

Changes in authorized but unissued debt during fiscal 2011 were:

Authorized but unissued debt:	Balance 06/30/2010	Additions	Reductions	Balance 06/30/2011
Governmental Funds	\$1,400,000	\$2,000,000	\$1,100,000	\$2,300,000
Enterprise Funds:				
Siasconset Water	2,600,000	0	150,000	2,450,000
Wannacomet Water	2,300,000	0	2,050,000	250,000
Nantucket Memorial Airport	34,424,100	10,050,000	18,269,000	26,205,100
Sewer	51,487,422	0	42,689,067	8,798,355
Solid Waste	1,683,000	0	0	1,683,000
Total Enterprise Funds	92,494,522	\$10,050,000	\$ 64,258,067	\$39,386,455
<b>Total Authorized but Unissued:</b>	<b>\$93,894,522</b>	<b>\$10,050,000</b>	<b>\$ 64,258,067</b>	<b>\$41,686,455</b>

Reductions of authorizations include debt issuance (not previously borrowed short term) and actions by Annual Town Meeting.

## FINANCE AND OPERATIONS

Finance and Operations department personnel manage vendor payments, manage property and liability insurance coverage and claims for the Town, County, Land Bank and NRTA, maintain budget and accounting records for all fund and account groups, prepare financial reports to meet local, state, and federal requirements, participate in union negotiations, provide support for the budgetary process, and coordinate the annual audit of financial operations for the Town and County of Nantucket.

Special revenue funds receive revenues from federal and state grants, and from fee-based programs. Revenues are legally restricted for a specific purpose. Capital projects are funded from proceeds of general obligation bond issues, from federal and state grants, or from transfers from the general operating fund, authorized by Town Meeting.

The Town of Nantucket had six enterprise funds (Nantucket Memorial Airport, Wannacomet Water Company, Siasconset Water, Our Island Home, Sewer, and Solid Waste) in fiscal year 2011. Enterprise funds are established to show the full cost of operations for business type activities, and user charges



provide a substantial portion of revenues. In lieu of residential user charges for solid waste operations, the Town of Nantucket provides funds to operate the landfill from general tax revenue. The total provided in fiscal year 2011 was \$5,363,522 comprised of \$2,855,000 in operating overrides, approved by the voters at Annual and Special Town Meetings, with additional subsidy from the general fund in the amount of \$1,877,522. For the fiscal year 2011 budget, an additional \$631,000 from certified free cash was approved at the 2010 Annual Town Meeting for landfill mining. The Town of Nantucket also provides a general fund subsidy to Our Island Home. The total provided in fiscal year 2011 was \$3,213,041 from general tax revenue.

At June 30, 2011, the balance in the Stabilization Fund was \$3,666,898, up from \$38,000 at the beginning of fiscal year 2006. The Town began funding the Stabilization Fund in 2006, after the development and approval of a Stabilization Fund policy.

## **PERSONNEL**

In 2011 the Finance Department underwent several changes. In the spring, Bob Dickinson was appointed as Acting Town Accountant; Linda MacDonald was appointed as Assistant Treasurer; and we welcomed Peggy Altreuter as temporary Accounts Payable Clerk.

On behalf of the Finance Department, I would like to take this opportunity to thank the public, Town Administration, Board of Selectmen, Finance Committee, Audit Committee, Ad Hoc Budget Workgroup, Board of Assessors, Town, School, and Enterprise Fund departments for your continued support during our transitional period in fiscal year 2011.

Respectfully submitted,

Irene Larivee  
Acting Finance Director

## **TOWN MANAGER**

The Charter for the Town of Nantucket outlines fifteen specific duties for the Town Manager. These duties include: oversight of Town departments; appointments; collective bargaining negotiations and other personnel-related matters; preparation of the annual budget and Town Meeting warrants; and, implementation of policy set forth by the Board of Selectmen. All departments, except for the School, Airport and Water departments, are contained within the purview of Town Administration.

## **Personnel**

We were extremely saddened by the loss of our long-time DPW Director Jeff Willett on February 28, 2011, after a brief illness. Jeff was instrumental in implementing much of the Town's sewer, wastewater, and stormwater management improvements over the last two decades. These initiatives have put Nantucket ahead of many other municipalities, particularly those in coastal areas, which are now faced with costly, extensive wastewater issues. We miss Jeff and extend our sincerest sympathies to his family. As of the end of fiscal year 2011 we were continuing efforts to fill his position.

Finance Director Connie Voges left the Town's employment in mid-year to pursue other opportunities and we wish her the best. Filling the Finance Director position was still in process at the end of the year.

### **2011 Town Meeting/Elections/Budget**

The 2011 Annual Town Meeting warrant contained 117 citizen and Town-sponsored articles, including appropriations, zoning, real estate dispositions, bylaw amendments, and home rule petitions. Funded capital projects for FY 2012 totaled just over \$2,900,000 and included \$900,000 for road improvements, \$404,000 for maintenance to municipal buildings; \$200,000 in various information technology items; \$850,000 for school items, and \$100,000 for space reconfiguration costs for 37 Washington Street. These expenditures were funded from free cash as well as unexpended prior year capital articles. Property taxes were not increased to cover any of these projects. Passage of noteworthy articles included the passage of the motion to Article 33 to reallocate the debt service payments for the Sconset and Surfside wastewater treatment facilities less to the sewer ratepayers and more to the taxpayers. This vote was subject to a debt exclusion override (more on that below). A vote to appropriate \$100,000 for the development of a mosquito control program was approved, subject to an operating override (again, more below). The acceptance of a Massachusetts General Law that allows for quarterly tax payments was passed (this will go into effect in FY 2013). Failed efforts included: the defeat of a proposed home rule petition that would expand the local room occupancy tax to seasonal vacation rentals of no more than 60 consecutive days; articles relating to wind turbines did not pass and/or no action was taken; an article that would have allowed the Sewer Commissioners to amend sewer districts without a vote of town meeting was not adopted. A complete listing of votes may be found on the Town's website at the Town Clerk's webpage ([http://www.nantucket-ma.gov/Pages/NantucketMA\\_TownMeeting/2011atm/ATM11%20Summary.pdf](http://www.nantucket-ma.gov/Pages/NantucketMA_TownMeeting/2011atm/ATM11%20Summary.pdf)).

Following the annual town meeting, the Board of Selectmen scheduled a special election for June 14, 2011 with three questions: a debt exclusion override pursuant to Article 33 (referenced above) – this question was defeated; a debt exclusion override related to improvements and taking costs of private roads in the Surfside area – this question was defeated; and, an operating override for \$100,000 for the mosquito control program referenced above – this question passed.

The FY 2012 general fund budget as approved by the 2011 annual town meeting was just over \$200,000 higher than the FY 2011 budget, as a result of the following factors: a Board of Selectmen goal to examine ways in which the Town can operate more efficiently; in order to continue addressing a structural imbalance in the Town's budget (expenses increasing faster than revenues); in recognition of current economic conditions and the significant changes which have occurred over the last 3 years; and, as a general good business practice, Town Administration with the Board's support, undertook three departmental consolidations which were implemented during FY 2011 and were part of balancing the FY 2012 budget. The Code Enforcement consolidation involves the Health Department, Building Department and Historic District Commission. This consolidation also involved the elimination of the part-time Conservation Commission (ConCom) Administrator position and full-time ConCom administrative assistant position, and an expansion of the Beach Manager position into a full-time Natural Resources Coordinator who will oversee ConCom activities. We also reconstituted an administrative assistant position from the HDC into a minute-taker position. The Human Services consolidation combined Our Island Home, Human Services, Saltmarsh Senior Center, and Senior Day Care (formerly known as Adult Community Day Care). The Human Services office was relocated from 2 Fairgrounds Road to 2 Bathing Beach Road (former Parks and Recreation office). Lastly, Parks and Recreation was merged with the Department of Public Works. Altogether, six positions were eliminated as a result of the consolidations. As we move toward developing budgets for FY 2013-15, we are likely to continue reviewing other ways in which the Town can become more efficiently operated – some of these may have an upfront cost but would achieve long-term savings and/or better service to the community.

### **Significant Projects/Issues**

FY 2011 was the third consecutive year the Town participated in Worcester Polytechnic Institute's (WPI) Interactive Qualifying Project Program. This program is intended to provide students with an understanding of the social effects of technology by working on real world programs. This year, sixteen students worked on five projects: assessing the feasibility of a "smart" electric grid on Nantucket, reviewing options for use of electric vehicles, evaluating the effectiveness of K-5 science field trips sponsored by the Maria Mitchell Association, developing an information security policy for Nantucket Town offices, and communicating with the public about ticks and tick-borne diseases.

Funding for the new public safety facility at 4 Fairgrounds Road was approved in 2009. Of the \$15,500,000 cost of the project, over \$3,000,000 is being funded through non-property tax revenues. Ground breaking occurred later in 2009 and the Police Department moved in in early 2011. By the end of the fiscal year, the completion of a punch list was progressing and many of the Town's agencies have moved their meetings to the building. Despite some issues from time to time with parking, use of the facility has been well received by the public using it. Central dispatch in a state-of-the art, extremely efficient dispatch center was also active by the end of the fiscal year.

The Board designated Nantucket Community Television as the operator of the PEG (Public Education Government) channel (Channel 18), which is funded through a surcharge on cable television bills. With the implementation of the PEG channel, it is expected that many board, committee and commission meetings will be televised live and catalogued on-line. As of the end of FY 11, NCTV was in the process of hiring a director.

The Town's fiscal year 2010 annual financial audit received a qualified opinion from the Town's independent auditor in early February. Immediately, a corrective action plan was developed by the acting Finance Director and put into place with weekly staff meetings to track progress and accountability. The auditor was also engaged to perform extended audit services and twice monthly meetings were held by the Audit Committee through the end of the fiscal year. One of the Board's goals for 2011-12 is the achievement of an unqualified opinion for FY 2011. Monthly reports to the Board and Audit Committee meeting minutes are all posted regularly on the Town's website.

Considerable effort went toward implementing the Board's 2010-11 goals as well as beginning work on the 2011-12 goals. At the end of FY 11, the firm Woodard and Curran was engaged to assist with efforts to develop a wastewater action plan. A significant amount of information has since been posted to the Town website and we encourage people to review it.

In September 2010 the Board of Selectmen accepted a reimbursable grant of \$390,000 from the Massachusetts Clean Energy Center for the permitting and design of a community-scale wind turbine at the Madaket Landfill. Since that time, the Energy Study Committee, with the assistance of Town Administration and Commonwealth Resource Management Corporation, has been successful in obtaining various state and local approvals for the project as well as conducting multiple studies and community outreach programs. Permitting and public outreach continues in 2011. Evaluation and permitting for a solar project at the Surfside Wastewater Treatment Facility was postponed due to the passing of DPW Director Jeff Willet, however efforts will be resumed in 2011.

In May, the Town received gifts totaling \$100,000 from reMain Nantucket and the Schmidt Family Foundation to create an Energy Office in 2011 to evaluate Town-wide energy consumption and conservation efforts.

For more about all of the Town's energy-related projects, visit [www.ackenergy.org](http://www.ackenergy.org).

I would like to extend my sincere thanks to the Board of Selectmen, my immediate staff, including Gregg Tivnan (Assistant Town Manager), Diane O'Neil (Projects Manager), Anne McAndrew (Licensing Agent) and Erika Mooney (Executive Assistant to the Town Manager); and, the department heads for their support and assistance throughout the year. I also extend thanks to the Town employees for their efforts to serve the Town. There is a lot of hard work that goes into making Nantucket a great place to live and that work often goes unseen. Of course, the support of the Nantucket community is always appreciated.

Respectfully submitted,

C. Elizabeth Gibson  
Town Manager

P.S. Please consider subscribing to my monthly e-newsletter, the link on the Town's website is [http://www.nantucket-ma.gov/Pages/NantucketMA\\_Admin/CurrentNewsletter/currentNewsletter.htm](http://www.nantucket-ma.gov/Pages/NantucketMA_Admin/CurrentNewsletter/currentNewsletter.htm).



## **TOWN CLERK**

Our wonderful Administrative Assistant Peggy Altreuter transferred to the Finance Department near the end of fiscal year 2011. Assistant Town Clerk Nancy Holmes and I will miss her. We prepare to welcome Gail Holdgate who is coming to us from the Council on Aging/Saltmarsh Senior Center to take over Peggy's duties.

Nancy Holmes has completed her second year of Clerk Certification training at the International and New England Clerk's Institute. NEMCIA is an annual, grueling, seven-day course of intensive professional study. Nancy has one more year of training and then will be an internationally certified clerk herself! I am very excited for her, and very proud.

As of July 1, 2011, the Town Clerk's Office will no longer sell MA Hunting and Fishing Licenses. The Commonwealth decided that it was no longer going to print licenses or the stamps. At the MA Clerks' Winter Conference the state informed us that municipalities would be responsible for printing the licenses, assessing an additional \$2.50 to "support" a third-party vendor's software system, for purchasing a color printer, and supplying the paper and toner. The vast majority of the 351 city and town clerks have respectfully declined the state's enthusiastic invitation to participate.

The changes to the Open Meeting Law and Ethics rules continue unabated. Several trainings have been held by Town Counsel Kopelman and Paige, and more will surely follow. Anyone with questions should call us at the office at (508) 228-7217.

Federal Census 2010 has concluded, and our official population number is 10,152. That is quite interesting when you consider that we had just under 8000 voters and around 1000 schoolchildren as of April 1, 2010. Our own town census put us at just under 12,000 people. Much of our state and federal funding depends upon our ability to document each and every resident, particularly regarding recovery funds in the event of any disaster.

After each Decennial Census, reapportionment of Representative and Congressional Districts takes place. Once again, we are exempted from that exercise. In 2000, through the Board of Selectmen, I asked for Special Legislation to allow Nantucket to remain one voting district. That allows us to remain as one precinct, without ever having to divide into three, or even four voting precincts. This will translate into savings of many thousands of dollars for years to come.

I was honored to serve as president of the New England Association of City and Town Clerks for this past year. The NEACTC annual conference was held in historic Salem, Massachusetts. Salem's history parallels Nantucket's in many ways. It was an amazing experience altogether, and the courses in historic preservation were excellent.

I make every effort to attend every conference given by the local, state, New England, and International Clerks' associations. As always, with any conferences I attend, the courses of study, as well as the networks established with other municipal clerks worldwide, provide an inexhaustible vault of information that enables the Nantucket Town Clerk's Office to serve you better. No matter what your questions are, if we don't know the answers, we'll know where to find them!

We truly appreciate the support given to the Town Clerk's office by the residents and voters. Your enthusiastic encouragement makes our jobs a joy. We look forward to serving you for another year. As always, if there is anything that we can do to serve you better, let us know. I don't mind being contacted at home at (508) 228-7841. I'd rather you call me than worry about something, especially over a weekend. There are no silly questions!

The bylaws and Zoning information for the Town of Nantucket are always available online at <http://www.generalcode.com> and may be accessed directly from the Town website <http://www.nantucket-ma.gov>.

#### ***ANNUAL TOWN MEETING – APRIL 4, 2011***

The following is a summary of the articles called and discussed, and the vote taken by the 2011 Annual Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on April 4-6, 2011. There were 602, 395, and 194 voters present, respectively, each night.

**Article 1: Receipt of Reports.** (Not Called) adopted by unanimous voice vote.

**Article 2: Appropriation: Unpaid Bills.** (Not Called) adopted by unanimous voice vote.

**Article 3: Appropriation: Prior Year Articles.** (Not Called) moved to take no action by unanimous voice vote.

**Article 4: Revolving Accounts: Annual Authorization.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 5: Appropriation: Reserve Fund.** (Not Called) adopted by unanimous voice vote.

**Article 6: FY 2011 Budget Transfers.** (Not Called) adopted by unanimous voice vote.

**Article 7: Personnel Compensation Plans for FY 2012.** (Called) adopted with technical amendment by majority voice vote.

**Article 8: Appropriation: FY 2012 General Fund Operating Budget.** (Not Called) adopted by unanimous voice vote

**Article 9: Appropriation: Health and Human Services.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 10: Appropriation: General Fund Capital Expenditures.** (Not Called) adopted by unanimous voice vote.

**Article 11: Appropriation: Enterprise Funds Operation.** (Not Called) adopted by unanimous voice vote.

**Article 12: Appropriation: Enterprise Funds Capital Expenditures.** (Not Called) adopted by unanimous voice vote.

**Article 13:** Enterprise Funds: Fiscal Year 2011 Budget Transfers. (Not Called) adopted by unanimous voice vote.

**Article 14:** Waterways Improvement Fund. (Not Called) adopted by unanimous voice vote.

**Article 15:** Appropriation: Ambulance Reserve Fund. (Not Called) adopted by unanimous voice vote.

**Article 16:** Appropriation: County Assessment. (Not Called) adopted by unanimous voice vote.

**Article 17:** Appropriation: Finalizing Fiscal Year 2011 County Budget. (Not Called) moved to take no action by unanimous voice vote.

**Article 18:** Rescind Unused Borrowing Authority. (Not Called) adopted by unanimous voice vote.

**Article 19:** Appropriation: Ferry Embarkation Fee. (Not Called) adopted by unanimous voice vote.

**Article 20:** Appropriation: Collective Bargaining Agreement/Our Island Home. (Not Called) adopted by unanimous voice vote.

**Article 21:** Appropriation: Collective Bargaining Agreement/Fire. (Not Called) take no action by unanimous voice vote.

**Article 22:** Appropriation: Collective Bargaining Agreement/Airport. (Not Called) adopted by unanimous voice vote.

**Article 23:** Appropriation: Collective Bargaining Agreement/Wannacomet Water. (Not Called) moved to take no action by unanimous voice vote.

**Article 24:** Appropriation: Collective Bargaining Agreement/DPW. (Not Called) moved to take no action by unanimous voice vote.

**Article 25:** Appropriation: Collective Bargaining Agreement/Police – Superior Officers. (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 26:** Appropriation: Collective Bargaining Agreement/Police – Patrol Officers. (Not Called) moved to take no action by unanimous voice vote.

**Article 27:** Fiscal Year 2010 Budget Transfers: Community Preservation Committee/Beaugrand. (Not Called) adopted by unanimous voice vote.

**Article 28:** Appropriation: Community Preservation Committee/Beaugrand. (Called) adopted with technical amendment by unanimous voice vote.

**Article 29:** Fiscal Year 2012 Budget Transfers: Community Preservation Committee. (Not Called) adopted by unanimous voice vote.

**Article 30: Appropriation: Community Preservation Committee.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 31: Home Rule Petition: Expansion of Room Occupancy Tax to Seasonal Vacation Rentals.** (Called) not adopted by hand count vote: YES – 245; NO – 262.

**Article 32: Appropriation: Septic System Repair Financing Program.** (Not Called) adopted by unanimous voice vote.

**Article 33: Appropriation: Sewer Capital Debt Repayment/Soverino.** (Called) adopted by majority voice vote.

**Article 34: Appropriation: Retroactive Military Payment/Wilson.** (Not Called) adopted by unanimous voice vote.

**Article 35: Appropriation: Construction and Roadway Taking Costs for Surfside Area Roads/Magee.** (Called) moved to take no action by majority voice vote.

**Article 36: Appropriation and Authorization for Road Layouts and Takings/Magee.** (Not Called) moved to take no action by unanimous voice vote.

**Article 37: Layout of Miller Lane/Bunting.** (Called) adopted with technical amendment by majority voice vote.

**Article 38: Appropriation: Plan and Construction of Tom Nevers Bike Lane/Bartlett.** (Not Called) moved to take no action by unanimous voice vote.

**Article 39: Appropriation: Mosquito Control/Stott.** (Called) adopted as moved by Kenneth Giles by unanimous voice vote.

**Article 40: Appropriation: Municipal Grant Writer/Stover.** (Not Called) moved to take no action by unanimous voice vote.

**Article 41: Legal Costs Reimbursement/Stover.** (Not Called) moved to take no action by unanimous voice vote.

**Article 42: Proprietors of the Common and Undivided Land of the Islands of Nantucket/Trust of Henry Coffin: Trustees/Stover.** (Called) adopted as moved by Catherine Stover by unanimous voice vote.

**Article 43: Nantucket Memorial Airport Revenue/Williams.** (Not Called) moved to defer action by unanimous voice vote.

**Article 44: Real Estate: Expansion of Purpose on Landfill Site.** (Called) non-binding resolution in support adopted by majority voice vote.

**Article 45: Appropriation: Construction of Wind Turbines on Landfill Site.** (Not Called) moved to take no action by unanimous voice vote.



**Article 46:** Zoning Bylaw Amendment: Wind Energy Overlay District. (Not Called) moved to take no action by unanimous voice vote.

**Article 47:** Sewer Map Change and Zoning Map Change: Island Lumber – RC-2 to VN and VR. (Not Called) adopted by unanimous voice vote.

**Article 48:** Zoning Map Change: Surfside Road – RC-2 to CN and R-5. (Not Called) adopted by unanimous voice vote.

**Article 49:** Zoning Map Change: Miacomet Avenue. (Not Called) adopted by unanimous voice vote.

**Article 50:** Zoning Map Change: Fairgrounds and Rugged Road. (Not Called) adopted by unanimous voice vote

**Article 51:** Zoning Map Change: Surfside – Nobadeer Avenue, Surfside Road, Weweeder Avenue, Atlantic Avenue, and Masaquet Avenue. (Not Called) adopted by unanimous voice vote.

**Article 52:** Zoning Map Change: Hummock Pond. (Called) not adopted by hand count vote: YES – 97; NO – 161.

**Article 53:** Zoning Map Change: Split Zoning District Correction – Wauwinet/Squam/McKechnie. (Not Called) adopted by unanimous voice vote.

**Article 54:** Zoning Map Change: Bartlett Road/Walsh. (Called) adopted by hand count vote: YES – 206; NO – 65. 2/3 = 181.

**Article 55:** Zoning Map Change: Howard, Gardner, Main Streets/Hanley. (Not Called) adopted by unanimous voice vote.

**Article 56:** Zoning Change: Swift Rock Road – LUG-2 to LUG-1/Bamber. (Not Called) adopted by unanimous voice vote.

**Article 57:** Zoning Change: First Way, Backus Lane, Allen's Way, Third, Fourth, and Fifth Way – R-10 to R-1/Valero. (Called) adopted as amended by Cormac Collier by declared 2/3 majority voice vote.

**Article 58:** Zoning Bylaw Amendment: Swimming Pools. (Called) adopted as moved and amended by Dirk Roggeveen by declared 2/3 majority voice vote.

**Article 59:** Zoning Bylaw Amendment: Parking Structures/Sanders. (Called) not adopted by hand count vote: YES – 193; NO – 165. 2/3 = 239.

**Article 60:** Zoning Bylaw Amendment: Lot Area/Collier. (Called, Call Withdrawn) adopted by majority voice vote.

**Article 61:** Zoning Bylaw Amendment: Accessory Use – VTEC. (Not Called) adopted by unanimous voice vote.

**Article 62: Zoning Bylaw Amendment: VTEC/Johnson.** (Not Called) moved to take no action by unanimous voice vote.

**Article 63: Zoning Bylaw Amendment: Secondary Lots.** (Called) adopted as amended by Planning Board by unanimous voice vote.

**Article 64: Zoning Bylaw Amendment: Technical Corrections/Miscellaneous.** (Called) adopted as technically amended by Planning Board by unanimous voice vote.

**Article 65: Bylaw Amendment: Management of Coastal Properties Owned by the Town/Reade.** (Not Called) moved to take no action by unanimous voice vote.

**Article 66: Bylaw Amendment: Committees/Capital Program Committee.** (Not Called) adopted by unanimous voice vote.

**Article 67: Bylaw Amendment: Committees/Finance Committee.** (Not Called) adopted by unanimous voice vote.

**Article 68: Bylaw Amendment: Council for Human Services/Board of Selectmen.** (Called) adopted as moved and amended by Mary Wawro by hand count Vote: YES – 129; NO – 95.

**Article 69: Bylaw Amendment: Council for Human Services/Wawro.** (Called, Call Withdrawn) not adopted by unanimous voice vote.

**Article 70: Bylaw Amendment: Community Preservation Committee.** (Called) not adopted by majority voice vote.

**Article 71: Bylaw Amendment: Adoption of Stretch Code.** (Not Called) moved to take no action by unanimous voice vote.

**Article 72: Bylaw Amendment: Sewer Commissioners, Board of.** (Called) not adopted by majority voice vote.

**Article 73: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes.** (Called) not adopted by unanimous voice vote.

**Article 74: Bylaw Amendment: Town Sewer District Map Change/Nicholson.** (Not Called) adopted by unanimous voice vote.

**Article 75: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District/Canty.** (Not Called) adopted by unanimous voice vote.

**Article 76: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Changes/McGowan.** (Not Called) adopted by unanimous voice vote.

**Article 77: Bylaw Amendment: Car Rental Agencies, Registration of.** (Not Called) adopted by unanimous voice vote.

**Article 78:** Amendments to Town of Nantucket Affordable Housing Trust Fund – Declaration of Trust. (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 79:** Acceptance of Massachusetts General Law Pertaining to Quarterly Tax Payments. (Not Called) adopted by unanimous voice vote.

**Article 80:** Home Rule Petition: Amendment of Historic District Commission Act/Dutra. (Not Called) adopted by unanimous voice vote.

**Article 81:** Home Rule Petition: Land Bank Real Estate Conveyance. (Not Called) adopted by unanimous voice vote.

**Article 82:** Home Rule Petition: Land Bank Real Estate Conveyance. (Called) adopted by unanimous voice vote.

**Article 83:** Home Rule Petition: Harbor and Shellfish Advisory Board. (Not Called) adopted by unanimous voice vote.

**Article 84:** Home Rule Petition: Planning Process. (Not Called) adopted by unanimous voice vote.

**Article 85:** Home Rule Petition: Conveyance of Land from County to Town. (Not Called) adopted by unanimous voice vote.

**Article 86:** Home Rule Petition: Nantucket Sewer Act Amendment. (Not Called) moved to take no action by unanimous voice vote.

**Article 87:** Home Rule Petition: Establishing a Cemetery Commission for the Town of Nantucket. (Not Called) adopted by unanimous voice vote.

**Article 88:** Home Rule Petition: Town Charter Amendment. (Not Called) moved to take no action by unanimous voice vote.

**Article 89:** Real Estate Disposition: Dreamland Theatre Easement/Liddle. (Not Called) adopted by unanimous voice vote.

**Article 90:** Authorization for Real Estate Conveyance: Hulbert Avenue Extension/Lamb. (Not Called) moved to take no action by unanimous voice vote.

**Article 91:** Real Estate Acquisition: 77 Washington Street/Soverino. (Not Called) moved to take no action by unanimous voice vote.

**Article 92:** Real Estate Acquisition: 50 Union Street/Sarkisian. (Called, Call Withdrawn) adopted by unanimous voice vote.

**Article 93:** Real Estate Conveyance: Authorization/22 Federal Street. (Called) adopted by declared 2/3 majority voice vote.

**Article 94:** Real Estate Conveyance: Authorization/37 Washington Street. (Called, Call Withdrawn) moved to take no action by unanimous voice vote.

**Article 95:** Long Term Lease Authorization: Airport. (Not Called) adopted by unanimous voice vote.

**Article 96:** Long Term Lease Authorization: Surfside WWTF. (Not Called) adopted by unanimous voice vote.

**Article 97:** Long Term Lease Authorization: Wannacomet. (Called) adopted by unanimous voice vote.

**Article 98:** Real Estate Acquisition: "Paper" Streets in Surfside. (Not Called) adopted by unanimous voice vote.

**Article 99:** Real Estate Conveyance: "Paper" Streets, Surfside. (Not Called) adopted by unanimous voice vote.

**Article 100:** Real Estate Acquisition: "Paper" Streets in Surfside. (Not Called) adopted by unanimous voice vote.

**Article 101:** Real Estate Conveyance: "Paper" Streets in Surfside. (Not Called) adopted by unanimous voice vote.

**Article 102:** Real Estate Acquisition: Land and "Paper" Streets in Surfside. (Not Called) adopted by unanimous voice vote.

**Article 103:** Real Estate Conveyance: Land and "Paper" Streets in Surfside. (Not Called) adopted by unanimous voice vote.

**Article 104:** Real Estate Conveyance: 144 Surfside Road/Webster. (Not Called) adopted by unanimous voice vote.

**Article 105:** Real Estate Acquisition: "Paper" Street (Opposite Ann's Lane) in Siasconset. (Called, Call Withdrawn) adopted by unanimous voice vote.

**Article 106:** Real Estate Conveyance: "Paper" Street (Opposite Ann's Lane) in Siasconset. (Called) adopted as technically amended by Finance Committee by unanimous voice vote.

**Article 107:** Real Estate Acquisition: Various "Paper" Streets. (Not Called) adopted by unanimous voice vote.

**Article 108:** Real Estate Conveyance: Various "Paper" Streets. (Not Called) adopted by unanimous voice vote.

**Article 109:** Real Estate Acquisition: Miscellaneous Land. (Not Called) adopted by unanimous voice vote.

**Article 110: Real Estate Conveyance: Miscellaneous Land.** (Not Called) adopted with technical amendment by unanimous voice vote.

**Article 111: Real Estate Conveyance: Transfer of Miscellaneous Town Land to Airport.** (Called, Call Withdrawn) adopted as technically amended by Finance Committee by unanimous voice vote.

**Article 112: Real Estate Conveyance: Miscellaneous Land.** (Not Called) adopted by unanimous voice vote.

**Article 113: Real Estate Conveyance: Industrial Land.** (Not Called) moved to take no action by unanimous voice vote.

**Article 114: Real Estate Conveyance: Easement – Madequecham Valley Road.** (Called, Call Withdrawn) adopted as technically amended by the Finance Committee by unanimous voice vote.

**Article 115: Real Estate Conveyance: Grant of Easement 143A Surfside Road.** (Not Called) adopted by unanimous voice vote.

**Article 116: Appropriation: Stabilization Fund.** (Not Called) moved to take no action by unanimous voice vote.

**Article 117: Appropriation: Free Cash.** (Not Called) moved to take no action by unanimous voice vote.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 29, 30, 32, 34, 36, 38, 40, 41, 43, 45, 46, 47, 48, 49, 50, 51, 53, 55, 56, 61, 62, 65, 66, 67, 71, 74, 75, 76, 77, 78, 79, 80, 81, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 94, 95, 96, 98, 99, 100, 101, 102, 103, 104, 105, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, and 117.

On April 6, 2011 at 10:05 PM Selectman Brian Chadwick moved to adjourn the 2011 Annual Town Meeting. The motion was adopted by unanimous voice vote.

#### ***ANNUAL TOWN ELECTION – APRIL 12, 2011***

#### **TOTAL BALLOTS CAST**

7,949 registered voters

2,681 ballots cast

34% percentage voting

#### **MODERATOR**

Sarah F. Alger 2,276 ballots

Blanks 382 ballots

Write-ins 23 ballots

**SELECTMAN**

Rick Atherton	1,238 ballots
Robert DeCosta	1,731 ballots
Michael Glowacki	1,026 ballots
Clifford J. Williams	851 ballots
Blanks	503 ballots
Write-ins	13 ballots

**SCHOOL COMMITTEE**

Robin Harvey	2,269 ballots
Timothy Lepore	2,163 ballots
Blanks	902 ballots
Write-ins	28 ballots

**HISTORIC DISTRICT COMMISSION**

David Barham	1,483 ballots
Dawn Hill-Holdgate	1,692 ballots
John Wagley	1,025 ballots
Blanks	1,147 ballots
Write-ins	15 ballots

**HISTORIC DISTRICT COMMISSION ASSOCIATE - 3 YR**

Diane W. B. Coombs	1,883 ballots
Blanks	776 ballots
Write-ins	22 ballots

**NANTUCKET HOUSING AUTHORITY**

Norman Chaleki	1,922 ballots
Blanks	739 ballots
Write-ins	20 ballots

**NANTUCKET LAND BANK COMMISSION**

Leslie Johnson	999 ballots
Neil Paterson	1,599 ballots
Blanks	82 ballots
Write-ins	1 ballots

**HARBOR AND SHELLFISH ADVISORY BOARD**

Willis Blount	1,997 ballots
Peter Brace	1,496 ballots
Theodore Lambrecht	712 ballots
Blanks	1,149 ballots
Write-ins	8 ballots

**PLANNING BOARD**

John McLaughlin	2,043 ballots
Blanks	613 ballots
Write-ins	25 ballots

**NANTUCKET WATER COMMISSION**

Nelson Eldridge	2,130 ballots
Blanks	543 ballots
Write-ins	8 ballots

**SIASCONSET WATER COMMISSION**

Gerald Eldridge	2,115 blanks
Blanks	557 ballots
Write-ins	9 ballots

***SPECIAL TOWN ELECTION – JUNE 14, 2011*****TOTAL BALLOTS CAST**

7,949 registered voters  
1,369 ballots cast  
17% percentage voting

**QUESTION ONE: Apportionment for Sewers Cost**

YES	528 ballots
NO	828 ballots
Blanks	13 ballots

**QUESTION TWO: Taking of Boulevarde**

YES	662 ballots
NO	696 ballots
Blanks	11 ballots

**QUESTION THREE: Fund to Develop a Plan for Mosquito Control**

YES	776 ballots
NO	586 ballots
Blanks	7 ballots

Respectfully submitted,

Catherine Flanagan Stover, MMC, CMMC  
Town and County Clerk

## ***TOWN COUNSEL***

The end of December 2010 marked the beginning of our firm's service as Town Counsel to the Town of Nantucket. We are honored to have the opportunity to work with and assist the officers and employees of the Town in meeting their goals under trying financial constraints. Our very first issue was to work closely with the office of the Harbormaster and the United States Coast Guard to bring about the accelerated removal in December and January of the F/V Miss China, which had been constructively abandoned near the lighthouse and presented safety, environmental, and navigational hazards.

### **General**

The services that Town Counsel provides to the Town fall into several categories. The first of these is referred to as general municipal law, which entails such things as: preparation for and attendance at all Town Meetings and as requested at meetings of the Board of Selectmen and all other boards and commissions as directed; oral and written opinions on a variety of legal issues; and review of contracts and other legal documents. In addition, we represent the Town in litigation and administrative appeals, as well as in other specialized areas such as real estate, land use, licensing, environmental and labor employment law, construction, and procurement.

Our goal is to use preventative law by giving accurate advice and advising the Town on the likelihood of success of any litigation and its cost.

As part of our goal to control legal costs, our firm has run numerous training sessions and workshops at no charge such as: Land Use Workshop: "How to Make a Defendable Land Use Decision", presented to the Town's land use officials; Stretch Energy Code Workshop: "Pros and Cons of Adopting the Stretch Energy Code", presented to Town officials, members of the public, and the Chamber of Commerce; several Conflict of Interest seminars for Town officials; and an overview of employment laws and conflict management training to department heads. In addition, our firm puts out numerous Memoranda to our clients informing them of state statutes or cases affecting towns, and we direct it to not only the Town Manager and Board of Selectmen, but also to the department heads to which the issue may pertain.

### **Litigation**

We have worked on 26 matters before the Superior Court and Land Court, one before the Labor Relations Commission, and one arbitration. We have successfully disposed of eight of the items.

### **Labor**

We have worked with the Town Manager and other Town officials to develop a successful strategy for implementing the consolidation of various Town departments. We reviewed and drafted various employment-related agreements. We provided counsel on numerous issues related to the interpretation of collective bargaining agreements and were able to assist in resolving several employment disputes and labor grievances that were brought by Town employees.

### **Airport Commission**

We have been advising the Airport Commission to get it into compliance. We have given the Airport personnel a workshop on public contracts and procurement.



**Wastewater**

Town Counsel worked with the Board of Selectmen and Town Administration to address funding issues associated with a variety of wastewater construction projects.

**Real Estate**

We worked on several takings of portions of streets and ways; sales and purchases of various parcels; advising relating to historic preservation restrictions; Land Bank grant issues; Community Preservation Act, affordable housing; trust fund issues; conservation restrictions; easements; septic loan program; and the yard sale program.

I speak for all my colleagues in saying that it is a privilege to work for and with the Town of Nantucket. We thank the Selectmen for their confidence in allowing us to serve and the Town's employees and officials for their assistance to date. We look forward to many interesting and challenging projects throughout this coming fiscal year.

Respectfully submitted,

Leonard Kopelman  
Kopelman and Paige, P.C.

## ***HUMAN SERVICES REPORTS***

### ***DEPARTMENT OF HUMAN SERVICES***

As a result of the Town of Nantucket's consolidation plan, the Department of Human Services was established. Although not technically in place until July 1, 2011, the transfer of management took place in February 2011. The newly formed department Director is Pamela Meriam (formerly Our Island Home Administrator), who oversees the following entities: Our Island Home, Senior Services, Commission on Disability and Veteran's Services. Rachel Day took over as Administrator of Our Island Home and Linda Roberts is Director of Senior Services, overseeing the operations of the Saltmarsh Senior Center and Senior Day Center (formerly Adult Community Day Center). Brenda McDonough continues as the Facilitator for the Commission on Disability and Arnold Patterson is the Veterans' Services representative. The Council for Human Services and the Contract Review Subcommittee also come under the Director's purview.

The Human Services Department staff (Pam Meriam and Ann Medina) serves all who are in need of support with fuel assistance and food stamp applications, and also provides information and referral to other off and on-Island agencies as needed. The Director is the liaison between various Town and community agencies, boards, councils and commissions. Regular contact is also maintained with other cities and towns facing similar issues.

### **COUNCIL FOR HUMAN SERVICES**

The Council for Human Services (CHS) was established in 1986 to ensure that the Island's human service needs are addressed in a manner that best serves the residents of Nantucket. The CHS is comprised of nine community members, appointed annually for three-year terms by the Board of Selectmen. The CHS works in concert with the Human Services Director to facilitate communication among local and regional helping agencies, human service providers and the community at large.

The CHS provides a central focus for the Island's varied human service activities, as well as an avenue for addressing deficiencies and gaps in the community's critical obligation to nurture and sustain a healthy and vital community for its residents.

### **HUMAN SERVICES CONTRACT REVIEW SUBCOMMITTEE**

The Human Services Contract Review Committee (HSCRC) was established in May of 1993 and was changed to the Contract Review Subcommittee at the 2011 Annual Town Meeting. The seven member subcommittee consists of representatives from the Board of Selectmen, the Finance Committee, the Nantucket Planning and Economic Development Commission, the Council for Human Services, and the community-at-large. The subcommittee reviews works with the Director of the Department of Human Services on the solicitation and contracting process, including contract monitoring for all human services grant contracts let by the Town of Nantucket for outsourced human services, as well as providing an independent written report to the Board of Selectmen and the Finance Committee with recommendations as to the award of any such grant contracts for human services to be awarded by the Town.

Organizations which received funds for FY 2011 included: Alliance for Substance Abuse and Family and Children's Services d/b/a Nantucket Behavioral Health Services; A Safe Place; Elder Services of Cape Cod

and Islands; Interfaith Council Food Pantry; Interfaith Council Rental Assistance Program; South Coastal Counties Legal Services; Nantucket Aids Network; Nantucket Cottage Hospital; Martha's Vineyard Community Services; and Family Planning.

## **FISCAL YEAR 2011 HIGHLIGHTS**

### **Fuel Assistance and Food Stamp Applications**

116 households (67 return clients, 49 new) received fuel assistance. Additionally, Nantucket Rotary subsidized fuel bills for referred elder clients. In many cases food stamp applications were processed concurrently with fuel assistance.

### **Back to Basics**

The Council for Human Services with staff responded to the Board of Selectmen's request for the CHS recommendations for FY 2012 Health and Human Services contracts and prepared a comprehensive report which included data from the 2006 Community Needs Assessment, current Contract Review Criteria, a summary of past news articles relating to human service needs, and other related information.

### **Nantucket Healthy Community Collaborative**

Former CHS coordinator Maryanne Worth and the Director have been active contributors to this Island-wide collaborative which represents many of the not for profit providers on Nantucket. Through this collaborative, the human service needs of the Island have become even clearer.

### **Tri County Collaborative For Oral Health**

Members of the Council (Dorothy Hertz, Richard Ross, Mary Wawro, Bart Cosgrove) and Maryanne Worth worked with the Tri County Collaborative to create a Nantucket guide to dentists accepting MassHealth. They also presented "The State of Oral Health on Nantucket" to the Nantucket Board of Health. This report included statistics on the specific needs of children, adults, and seniors on the Island. Also, CHS members worked with the Nantucket Healthy Community Collaborative to distribute over 1,000 toothbrushes and toothpaste to children and adults across the Island. The Director will continue to represent human services with this organization.

### **Regional Network to End Homelessness**

The CHS and staff are working with the Community Action Committee of Cape and Islands to create both a plan for the immediate future and a ten-year plan to address homelessness on the Cape and Islands.

### **Hope Project**

Community Action of Cape Cod and Islands (CACCI) worked with Human Services in providing a bilingual staff member to assist Nantucket residents in applying for health insurance. This program ceased in December of 2010, and the hope is that CACCI will once again fund a staff member who will hopefully be based at Nantucket Cottage Hospital.

The Department of Human Services is now located at 2 Bathing Beach Road. Hours of operation are generally Monday through Friday from 8:30 AM to 4:30 PM.

Respectfully submitted,

Pamela Meriam  
Director

## *COUNCIL ON AGING*

The Nantucket Council on Aging (COA) was established by voters at the 1974 Annual Town Meeting. The senior center is located at 81 Washington Street in the building known as Saltmarsh Senior Center. Our mission is to identify unmet needs, design, promote, and improve the services available for our elders through a variety of community programs that support and enrich their lives. Our programs, activities and related information are detailed in a monthly newsletter. We are proud to report that we are one of the top three departments most visited on the Town's website. It was our pleasure to provide more than 23,538 units of services to 1,950 individuals, with 1,100 of them over sixty years old. Between six and twelve programs are offered daily with an average of 100 people visiting the center each day.

Each year the COA selects one woman and one man as "Nantucket's Senior Citizens of the Year." The 2011 awards went to Mrs. Jackie Seidel and Mr. Phil Read. Recognition from state and local officials was given at the annual volunteer appreciation luncheon to the COA board and members of their families. The Nantucket Center for Elder Affairs, Inc. generously paid for the luncheon held at Faregrounds Restaurant.

The Council on Aging is a Town department which funds staff salaries and an operational budget. Additional funding was met through fundraising events by the Nantucket Center for Elder Affairs, Inc. (NCEA) and through state, federal, and foundation grants; and community donations. Without these additional funds our facility needs and the many programs offered would not be possible. This year's fundraising activities included: John Buttrick's concert, the Ship's Inn and Sea Grille dinners, Christmas bazaar and Yankee Magazines subscription and renewal offers.

The COA and NCEA sponsored a winning team for the annual Friends of Nantucket Public Schools Spelling Bee, the Island's annual One Book One Island community project as well as a Nantucket Historical Association team for the history quiz bowl. We paired volunteers with seniors in need for snow removal upon request. Our third annual Elder Expo in September was targeted on informational sharing and awareness of support services. Other items of note that occurred this past year include:

- Serving the Health Information Needs of Elders (SHINE) counselors updated seniors on the options available under the Medicare Drug Programs. The Council for Human Services filed applications for our seniors to provide them with funding for fuel assistance and food stamps.
- Free information services or seminars were provided concerning health insurance, long-term care, investments, taxes, assistive technology for consumers, home and driving safety, banking and money management, healthy living, caregivers support, fall prevention, nutritional well-being and end of life decisions.
- A variety of regularly scheduled programs included: aerobic and strength training instruction, Yoga, Tai Chi, Internet and computer assistance, writers workshops, quilting, knitting, cribbage, bridge games and instruction.

The Senior Center was the host site for Elder Services of Cape Cod and the Islands' congregate lunch program, the weekly blood pressure clinics; veteran services; Legal Services of Cape Cod and the Islands, hearing, and hearing aid services. Regular visits from the state's Women and Infant Children's nutrition program were moved to the offices of Family Planning in June.

Goals for fiscal year 2011 include the following:

- Continue with and improve the programs, services and supports we offer.
- Continue networking with elder service providers and first responders through monthly Elder Safety Committee and Town Senior Service meetings.
- Host the fourth Elder Expo in September 2011.
- Maintain and improve our website and database of services provided to our seniors.
- Continue with the recommendations provided by the 2007 feasibility study with board development and public relations to increase private support.

With limited resources and increased demands the programs offered would not be possible without the development of creative resources and the generosity from those who care about our elderly citizens. We sincerely appreciate the generosity from those who made donations and volunteered their time. I also extend my gratitude and appreciation to the hard work of the COA staff - Ginny Carrera and Gail Holdgate and the dedication of our board members, family, friends, volunteers, elected officials and fellow Town departments. We are fortunate to reside in a community that values our elderly. Thank you for the opportunity to work with you and serve our senior community.

Respectfully submitted,

Linda Roberts  
Director

### ***OUR ISLAND HOME***

Our Island Home is a 45-bed nursing home facility operating as an enterprise fund of the Town of Nantucket. It provides 24 hour quality nursing care for our residents with a focus on their overall health, safety, and well being. This is done in accordance with fiscal restraints, state, and federal regulations, as well as an emphasis on their overall safety and well being. Staff consists of approximately 70 employees that include permanent and per diem personnel.

Our Island Home (OIH) is the provider of care for those who need long term nursing care. OIH provides inpatient services, rehabilitation services, geriatric related education, and outreach programming.

As a department of the Town of Nantucket, we strive to support and meet the goals of the Board of Selectmen and would like to share with you some ways we have done this.

#### **Improve Administrative Management**

Continued employee professional development continues to be a focus at OIH. We have provided several educational in-service opportunities at the facility through Harmony Healthcare consulting. This has proven very advantageous to our staff, residents, and the facility overall. Through Town legal services and Employee Assistance Program we have begun programs for management training and cross-cultural differences to be utilized in FY 2012. We have remained committed to the sometimes necessary creation of 'succession plans' for key positions. In February 2011 one such succession plan became effective when Assistant Administrator, Rachel (Day) Chretien, was promoted to Administrator. This provided a dedicated and qualified individual to transition to the position immediately; a great advantage for Our Island Home and

the Town. Former Administrator, Pamela Meriam, has become the Director of Human Services and still oversees the operation of Our Island Home. These changes were a result of the Town's departmental consolidations and resulted in a reduction of supportive administrative staff. However, with our strong team of key personnel, the duties of the position were shifted to current staff and enabled little impact to our daily operations.

### **Improve Fiscal Management**

Fiscal balancing is a challenge in today's environment. Our Island Home transitioned from a General Fund department to an Enterprise Fund Department on July 1, 2010 to provide clarity in expenses and revenue for OIH. This transition was a learning experience and we believe our first year was a success. We ended FY 2011 within our budgeted projections and over in budgeted revenue. One reason for this is our great improvement in Medicare census and care levels that has created a 42% increase in the per-day average reimbursement/revenue rate. OIH has also installed financial software that works in conjunction with our clinical software to assist with appropriate billing and fiscal control. There have been small improvements in marketing techniques such as providing notification of availability to other medical facilities through the Cape and Islands area as well as update the website. We have continued our efforts to control purchasing and operational costs through streamlining inventory, ensuring purchasing off state contracts, service cost negotiation with Nantucket Cottage Hospital to reduce billing rates, and equipment replacements that proved more cost effective through energy efficiency. Payroll costs have also been reduced through employee layoffs, wage freezes, frozen positions, and a continuous effort to keep over time levels low. Also, OIH had enlisted the services of a legal lobbying group to provide legislation amendments to the Nursing Home User Fee legislation which will result in some fiscal relief to Our Island Home for a 'bed tax.' In relation, Our Island Home has also worked closely with this company and our new accounting firm to file for the Certified Public Expenditure (CPE) payment that may, if approved, also provide relief to Our Island Home in the form of a one-time payment to the facility. Both the User Fee and CPE actions are still in process. For FY 2012 we are already aware of great legislative changes proposed such as bed hold changes and reductions in rates (Medicare by 11.1%). Our goal for FY 2012 will be to meet revenue projections. To assist with this we are currently undergoing review of current private rates; the last rate increase was May 2010.

### **Enhance Quality of Life for Residents**

We continue to receive many generous donations that are used to offer activity programming such as music and art therapy that may be unavailable without these funds. Our volunteer program remains very active and is an immense help in our activity programming for our residents. It also enables our residents to attend such event as the Boston Pops and the Demolition Derby. Funds are also obtained through our annual fair that proved to be another success this year. We continue to see a distinct shift in expectations from 'newer' residents as they look to use such things as laptops, wireless Internet, and cell phones. To provide a quicker response to our resident needs and reduce 'noise pollution' we have also begun the installation of a new nurse call system that is scheduled for completion in September 2011. A great effort has been done to improve our resident's lives through several successful campaigns. The first is a quality improvement campaign to improve Glycemic control in diabetes. The second is a restraint reduction campaign in which OIH received awards for from MassPro. The third is our psychotropic medication reduction through a continuous effort with our pharmacy consultant. OIH has succeeded in being far below state and national averages for four out of five categories of psychotropic medications. Our medication utilization average is also far below the average for other facilities; this is a great achievement as it means we have succeeded in minimizing the number of drugs our residents receive overall.

## **Challenges**

- The nursing home “industry” is still undergoing great legislative changes. One such change has been the transition from our required reporting tool MDS 2.0 which our reimbursements are based upon to MDS 3.0. This transition required a lot of planning, procedural changes, and staff education for successful implementation. Reporting changes are still underway and we will strive to successfully implement them with minimal impact to the facility in FY 2012.
- Reduction in staff. Our continued increase in Medicare census in combination with staff reductions remains a challenge to successfully meet the requirements and needs of the residents. For FY 2012 further reductions will occur that are expected to impact standard operations within the facility (such as in the dietary and housekeeping departments). Our goal for FY12 will be to work within these reductions and fiscal restraints to maintain safe staffing levels and quality care/performance.

## **Accomplishments**

- 2010 Department of Public Health Annual Survey resulted in zero deficiency
- Five Star rating from Centers for Medicare and Medicaid Services remains at Five Stars
- Two awards from MassPro for most improved in restraint reduction and for being a restraint free facility

## **Adult Community Day Center (ACDC)**

St. Mary's Church has generously allowed the continuation of ACDC (also known as Senior Day Care) to be held at Father Griffin Hall. The program continues to have a steady census and operates on Tuesdays, Thursdays and Fridays. The “Friends of ACDC” provided fundraising efforts to assist in the success of the program through the fiscal year as well. Volunteers are always welcome! For FY 2012, Senior Day Care will no longer be under the jurisdiction of Our Island Home and will be supervised by the Saltmarsh Senior Center under Human Services.

Respectfully submitted,

Rachel Chretien  
Administrator

## ***INSPECTIONAL SERVICES REPORT***

### ***BUILDING DEPARTMENT***

The Building Department includes Building, Zoning Enforcement (see separate report) Plumbing, Gas, and Electrical inspectors. Our department reviews applications and issues permits for all residential and commercial buildings on the Islands. Together, we enforce the Massachusetts laws and regulations governing building and public safety. Inspections are coordinated with the Health and Fire Departments to insure the continued compliance with applicable codes and to investigate reported violations.

#### **INSPECTION TOTALS**

Footings/Foundations	169
Chimney	48
Rough	339
Insulation	189
Final	545
Miscellaneous	48
Certificate of Inspections	259
<b>TOTAL BUILDING INSPECTIONS</b>	<b>1,597</b>
Plumbing and Gas	1,498
Wiring	1,218

#### **TOTAL PERMITS ISSUED**

Total Building Permits	1,145
New single family	51
New duplex or triplex	0
Certificate of Occupancy	516
Plumbing	607
Gas	537
Wiring	938

Total revenue generated by the Building Department in FY 2011 was \$740,188.

The past year has seen a number of changes within the department including the retirement of the much respected Building Commissioner, Bernard Bartlett, in February and the proposed consolidation of the Building and Health Departments and the Historic District Commission for fiscal year 2012.

Respectfully submitted,

Stephen Butler  
Building Commissioner



## **HEALTH DEPARTMENT**

Change is inevitable. This truism became the topic of discussion during the winter months of 2010 and 2011 as a result of Nantucket's reaction to both the economic down turn and the Town's need to change the way it approached its work load and working environment. However, licensure and inspectional statistics denote a slow emergence from the financial instabilities of the previous two years, and, coupled with and increase in attention to our water bodies as a result of the release of the Total Maximum Daily Loading (TMDL) of nutrients mandate by the Department of Environmental Protection (DEP) for Nantucket Harbor, and other environmental concerns, have allowed the Nantucket Department of Health to maintained a vigorous inspections schedule.

Seasonal flu issues expanded their relevance within the community with attempts to increase the outreach effort directed towards Nantucket's immigrant communities thru assistance from the local Council of Churches. Two public flu clinics were staged with over 700 individuals immunized. With respect to tick borne disease, recommendations proffered by the final report of the Tick-borne Disease Committee has provided proposed refinements of the reporting process, recommendations for the cooperative utilization of previously posted properties and increased activities in public education. A recommendation to extend the bow season on Nantucket received an unfavorable recommendation by the Board of Selectmen.

Environmental health concerns have again played a large role in the daily activities of the Health Department with the focus shifting from the septic system inspectional services associated with Nantucket Harbor to that of both the completion of the inspections process in the Madaket Harbor Watershed Protection District and the initiation of inspections within the Hummock Pond Watershed District. Attention now must be directed towards the repair of all failed systems in both harbor protection districts. To facilitate the remediation process from the property owner's standpoint, the Town of Nantucket approved, at its 2011 Annual Town Meeting, an article allowing the Town to borrow over one million dollars from the Massachusetts Waste Water Abatement Fund for the repair of these systems. These monies will be loaned out at 2% interest over 20 years to homeowners to ease the costs of repairs of these failed systems. It is anticipated that paperwork accessing this loan program will be available in late summer/early fall of 2011.

Nantucket enjoyed a summer of 2010 with only one swimming area experiencing closures due to increased bacteria counts. Given its status as a pond not routinely opened to the ocean, Miacomet Pond traditionally experiences closures in mid to late August yearly due to elevated water temperatures and the rapid growth of certain types of bacteria. Of note, Nantucket experienced some of the warmest water temperatures recorded by this office in over a decade yet maintained pristine water quality at all of its salt water beaches.

Emergency preparedness continues to be a priority for this department. Like most Massachusetts communities, Nantucket maintains an emergency preparedness network centered on Police, Fire, DPW, Marine, and Health Department services. This network provides formalized plans for hurricanes, snow storms, flu clinics, and other emergent events which address both public safety and public health. As an adjunct to this service, the health department maintains a contractual agreement with Nantucket Cottage Hospital which provides personnel and services for inoculation events and statistical services associated with disease reporting.

Food service, lodging house inspections, and housing issues continue within the responsibilities of the department's Registered Sanitarian/Assistant Health Inspector Artell Crowley and the department's

Seasonal Inspector Henry "Hank" Ross. Both individuals are tasked with initial inspections as well as three follow-up inspections annually of all licensed food service facilities, retail food stores, catering establishments, temporary food events, and initial inspections of all annual and seasonal lodging facilities.

Housing inspections have received an uptick in frequency with respect to rental spaces associated with overcrowding and illegal basement apartments. To more appropriately address this problem, an inspections team has been assimilated consisting of Fire, Building, Zoning, and Health personnel.

#### DEPARTMENT FISCAL PRODUCTIVITY

Food Service Establishments	124	\$18,000
Retail Food Service	32	\$7,300
Caterers	11	\$1,650
Temporary Food	44	\$760
Mobile Food Units	4	\$600
Residential Kitchen (Food)	5	\$375
Lodging House	150	\$14,800
Innholder Permits	16	\$1,600
Dormitories	54	\$5,400
Recreational Camps	5	\$500
Tobacco Sales	30	\$1,500
Septic Installers	18	\$900
Septic Haulers	4	\$100
Swimming Pools/Hot Tubs	20	\$2,850
Body Art	1	\$200
Septic System Permits	103	\$47,400
Well Permits	38	\$3,800
<b>TOTAL</b>	<b>518</b>	<b>\$107,735</b>

Looking forward it is anticipated that the fertilizer use study committee will issue its final report which will include guidelines and "best management practices" for fertilizer usage by both the commercial applicators as well as the average home owner. These guidelines and the potential licensure of all commercial fertilizer applicators will help to reduce the nutrient loading factors of properties within all watershed protection districts, thereby aiding in the remediation of our harbors and ponds water qualities.

Also, it is anticipated that the Health and Building Departments will merge with the Historic District Commission to become a single Department of Inspectional Services and Code Enforcement. This approach to services and inspections will eventually lead to a more streamlined application process utilizing online applications and permitting for all services including wiring, plumbing, HDC, Building and Health.

Emerging changes in government have unquestionably affected budgetary issues and manpower apportionments. Yet most are issues of merit and must be addressed in a timely manner in order to control the increases in costs associated with delays in actions. As in the past, this department remains committed to public health education. Only with proper knowledge can individuals address and uphold public and environmental health concepts within our community.

The department's office manager, Kathy LaFavre, continues to be the office's initial public contact. Kathy's ability to professionally manage numerous responsibilities while maintain a working knowledge of state and

local regulations has proven to be the department's biggest asset. Her participation in the scheduling of inspections and licensing activities has provided a seamless continuity of practices within the department. The Assistant Health Inspector's willingness to accept increasing responsibilities within the department is testament to his abilities to communicate issues clearly and concisely while directing projects towards problem free completion. I trust that we have been responsive to the needs of the community and will endeavor to maintain that posture in the future.

Respectfully submitted,

Richard L. Ray  
Certified Health Officer, Director

### ***HISTORIC DISTRICT COMMISSION***

The Historic District Commission (HDC) was established by the Massachusetts legislature in 1955. Its purpose has been to promote the general welfare of the inhabitants of the Town of Nantucket through the preservation and protection of historic buildings, places and districts of historic interest, through the development of an appropriate setting for these buildings, places and districts, and through the benefits resulting to the economy of Nantucket in developing and maintaining its vacation-travel industry through the promotion of these historic associations. The original Act has been amended a number of times in order to address community issues regarding HDC policies and procedures. The complete text is included in the Commission's guidebook, *Building with Nantucket in Mind*.

In accordance with its statute, the HDC is responsible for reviewing exterior architectural features of all structures proposed to be altered, moved, constructed, or demolished. Guidelines for review are included in *Building with Nantucket in Mind* and in *The Nantucket Sign Book*, which are available at the HDC office and local bookstores. Check out our department webpage within the Town's website at [www.nantucket-ma.gov](http://www.nantucket-ma.gov) to download schedules and receive up-to-date information. The following is a datasheet reflecting the type and amount of approvals for the most recent year and compares them with the past several years.

**Between July 1, 2010 and June 30, 2011, the HDC conducted the following reviews:**

<b>Applications Reviewed</b>	<b>FY11</b>	<b>% Change from FY10</b>	<b>FY10</b>	<b>FY09</b>	<b>FY05</b>	<b>FY01</b>
Additions	112	35	83	118	161	202
Alterations/Revisions	336	62	208	312	489	613
As built	19	(55)	34	54	24	41
Basement/Foundation	18	80	10	13	14	N/A
Color/Material Change (incl. roofing)	41	(60)	68	123	107	40
Commercial	4	100	2	7	16	21
Demolition	92	130	40	51	83	67
Garage/Barn/Boat House/Cabana/Workshop/ Gazebo	97	260	27	28	62	56
Garage/Apt. or Studio	24	167	9	13	27	39
Hardscaping	61	(62)	162	155	203	N/A

Like-kind	151	(24)	199	158	N/A	N/A
Misc. Items	52	(11)	59	63	N/A	133
Move (on/off/on site)	117	98	59	70	95	N/A
New Dwellings	83	56	53	55	146	233
Pool/Hot Tub/Spa	75	34	56	27	67	30
Renewals	3	25	4	9	6	0
Renovation	40	91	21	24	114	27
Sheds	98	88	52	41	115	73
Signs	57	2	56	66	203	66
Solar Panels/WECS	7	(27)	11	19	N/A	N/A
<b>Total COA approved</b>	<b>1505</b>		<b>1252</b>	<b>1387</b>	<b>2120</b>	<b>1799</b>
<b>Total COA denied</b>	<b>13</b>		<b>5</b>	<b>19</b>	<b>58</b>	<b>48</b>
<b>Total No. of COAs</b>	<b>1518</b>		<b>1257</b>	<b>1406</b>	<b>2178</b>	<b>1847</b>
Site Inspections	602		565	763	756	663
<b>Total Revenue</b>	<b>\$107,691</b>		<b>\$92,886</b>	<b>\$116,375</b>	<b>\$140,118</b>	<b>\$147,421</b>

NOTE: NUMBERS IN PARENTHESES ARE NEGATIVE AMOUNTS.

\* As-Built Applications include any alterations, which were constructed without the HDC's review.

### Meetings

The HDC convened weekly on Tuesday evenings from 5:00 to 10:00 PM and held 47 regular weekly meetings.

### Commission Members

The Commissioners were as follows: Dirk Roggeveen (Chairman), John McLaughlin (Vice Chair), David Barham, Dawn Holdgate, Kevin Kuester, and Linda Williams. Diane Coombs and John Wagley continued their role as alternates.

### Advisory Committees

The HDC is assisted by the following advisory committees: Sign Advisory Council (SAC); 'Sconset Advisory Board (SAB); Tuckernuck Advisory Committee (TAC); Historic Structures Advisory Board (HSAB); and Maddequet Advisory Board (MAB).

### Staff

The HDC office staff was comprised of part-time Administrative Assistant Ann Medina, Office Administrator Terry Norton, Assistant Administrator James Grieder, and Administrator Mark W. Voigt, AICP.

### Issues

The HDC issued its 56,708th Certificate of Appropriateness (COA) by the end of the fiscal year which ended June 30<sup>th</sup>. Town meeting voters ratified a new Town bylaw, originally presented by the HDC in 2010 and then modified by the Planning Board into a zoning bylaw, to restrict swimming pools in the Residential Old Historic zoning districts of Town and 'Sconset. The HDC appeals before the Board of Selectmen for the fiscal year are as follows: 3 Martin's Lane – remanded from the circuit court. The Selectmen upheld the HDC's decision and denied the appeal, again.

The HDC continued its 56<sup>th</sup> year with applications across the board showing an upward trend similar to 2004-2006 levels. Longstanding commissioner and chairman, Dirk Roggeveen, decided not to seek re-election for a fourth term. His leadership and knowledge of Nantucket's historic treasures will be missed.

David Barham was elected to serve as chairman, with Kevin Kuester serving as vice-chairman. Gut rehabs of historic buildings continue to erode the once substantial, historic resources. The Historic District is on pace to lose 2-4 historic structures annually.

Respectfully submitted,

Mark W. Voigt, AICP  
Administrator



## ***ISLAND SERVICES REPORTS***

### ***NANTUCKET MEMORIAL AIRPORT***

The 2011 fiscal year was one that brought both good and bad to the Airport. Tough economic times continued to plague the Island and our business was equally impacted by the loss of many construction jobs that typically were filled by commuting workers from off-Island. These economic conditions also resulted in some of our leases being terminated as these local companies retrenched. The good was that through various grant programs we were able to continue to improve the Airport.

In spite of these conditions, the Airport continued to advance on its long-term plan and showed progress on these projects. This was somewhat complicated due to the Congressional malaise of not advancing a budget for the FAA on which we depend for much of our project funding. This means that instead of a multi-year program in which we can plan our projects in an organized manner, we were forced to have over eighteen continuing resolutions for short periods of time. Under this system, if a project were to cost \$1,000,000 we might only be authorized to receive \$250,000 in a given quarter and not know what the next continuing resolution would bring. To begin a major project under these rules meant that we had to advance fund it in the hope that we would receive reimbursement on the next reauthorization. It slows the process and complicates the planning, funding, and increases the paperwork immensely.

Given these parameters, we still proceeded with the following projects. We engineered and replaced fourteen forty foot apron lights with aluminum poles. The previous steel poles were fracturing and rusting internally from the wind and weather. The new lights are a more efficient and are designed to provide a whiter light and improve safety and security. We also added three additional poles in the parking area that are dark skies certified so that the light does not shine upward.

In October, just prior to Airport Day, we moved into our new Airport Rescue and Fire Fighting (ARFF) building. J.K. Scanlan was the builder and we are pleased with the final product. The building was built to comply with the latest design criteria circular published by the FAA and was funded through discretionary grants from the FAA and Massachusetts DOT Aeronautics. The \$6,500,000 building was 97.5% paid for from these funds. The Airport's share was \$162,500. The ARFF replaced the former building that was built in 1980 and had been modified a number of times.

We offered the old building for removal or destruction with plans to replace it with a new General Aviation and Administration Building. Toscana Corporation was the winning bidder and has moved it to their property on Sun Island Road. The move went extremely well over airport property avoiding public roads. The good news is that once we build the new General Aviation Building we will be able to finally remove the temporary flat roofed building that now houses our Fixed Base Operations and our accounting department. This area will be landscaped and will provide an area for people to watch the airfield activity. All administrative functions will also be housed in the new building.

Work continues on Runway 15/33 that includes repaving the intersection of runway 15/33 and 6/24, extending the approach end of Runway 33 by 500 feet, and adding a parallel taxiway to the north of the runway. This project is fully engineered and approved. It has been bid as three separate projects and as a single project. However, we are waiting for FAA funding before we can proceed.

We were able to utilize the Town paving contract to resurface our Visual Flight Rules (VFR) runway known as 12/30 that goes from the northeast to the southwest. This was done under the States Airport Safety and Maintenance program in which they funded 80% of the project. This runway had not been upgraded since 1975. The project was coordinated with the state project on the Milestone Road repaving, resulting in an excellent value since much of the equipment needed was already present on the Island.

Through another state ASMP grant we were also able to repaint our jet fuel storage tanks and replaced the overhead structure of the fuel unloading dock. We were getting rusting through the epoxy paint on the inside of the tanks and it required sand blasting to the bare metal and recoating. The framework was replaced with galvanized steel that will not require continual painting.

We have reorganized the gravel parking lot next to our fuel farm and improved the surface, removed much of the chain link fence and replaced it with split rail and Leyland Cypress trees to provide screening. The goal is to create a long term parking area that will provide an alternative to our main lot. This project is under development.

During the year we have explored the possibility of creating a public/private venture into a solar power field. The substantial tax incentives available to businesses provides a means for private investors to finance a solar farm and to sell the power developed to the land owner at favorable rates in return for the use of the land. We have explored this and are very interested in developing such a project. However, due to National Grid's interpretation of "net metering" this has delayed our initiation of the project.

The Airport has received a grant to begin the extensive environmental work that is required to initiate the expansion of the southwest apron, where the general aviation aircraft park. Our plan is to continue the current ramp farther southward to provide additional aircraft parking and reinforcing the current pavement. The work entails monitoring and inventorying the plants in the area, the moths, storm water runoff, and tribal archeological study. The environmental work will cost upwards to \$388,000 to secure the required permits on approximately eleven acres.

Overall airline passenger traffic for the year was off by 1%.

Respectfully submitted,

Al Peterson  
Manager

#### ***MARINE AND COASTAL RESOURCES DEPARTMENT***

##### **Waterways Operations**

During the peak season, July and August, there was an average of 3,100 boats moored in Nantucket waters. The response calls for search and rescue, oil pollution containment and clean-up, assisting disabled vessels, and mooring placement grow every year. These diverse issues require advanced preparation and training by the department's personnel. Homeland Security continues to be an additional mission responsibility for the department.

On December 26, 2010 it was reported that the F/V Miss China had broken from its mooring and was aground at Brant Point Lighthouse. The department coordinated the refloating of the vessel, relocation of the owner, removal of over 1,500 gallons of pollutants and the successful towing and disposal of the vessel in New Bedford. Assistant Harbormaster Sheila Lucey spent countless hours working with the U.S. Coast Guard, Steamship Authority, private contractors, and the vessel owner to safely remove the vessel from Nantucket waters. The department would like to express our gratitude to State Representative Madden, the Massachusetts Seaport Advisory Council, and Department of Conservation and Recreation for assisting the Town of Nantucket with the timely removal and reimbursement of costs associated with the F/V Miss China.

Assistant Harbormasters Sheila Lucey and Ken Lappin prepared and placed 105 Aids to Navigation, marking all the channels in Nantucket Harbor, Children's Beach Auxiliary Channel, Polpis Harbor, and Madaket Harbor. Additionally the entrance into Tuckernuck and all major rock hazards were marked. All of the positions of the local aids to navigation are properly registered with the U.S. Coast Guard and are updated annually in the USCG Light List. The department responded to over 600 calls for assistance, logging over 780 hours underway on the department's three patrol boats.

### **Beach Management**

Under the supervision of Jeff Carlson, Beach Manager, the lifeguard program was extremely successful and was recognized by the Lifesaving and Shipwreck Museum for its outstanding accomplishments. All of the guards again this year were certified as First Responders in accordance with Massachusetts General Law. The guards performed 87 ocean rescues in high-surf conditions (no patrons lost), treated 104 requests for first aid, and assisted in the recovery of one missing person. The department coordinated with all of the local, state and federal agencies for fireworks displays held at or off Jetties Beach. This enormous effort provides the required level of protection of nesting birds and their chicks. The annual beach management reports can be viewed on the department's web site. Smith Point was open to driving again allowing fishermen an additional area of access.

### **Shellfish/Water Quality**

The Commonwealth of Massachusetts, Division of Marine Fisheries awarded Nantucket its 14<sup>th</sup> consecutive pump-out grant for \$20,000. The "Headhunter", which has a capacity in excess of 550 gallons, is a valuable asset to the department. The department removed 24,029 gallons of effluent from 578 vessels on moorings. This is truly an important water quality initiative. This is a joint effort with the Nantucket Boat Basin which together removed over 100,000 gallons of sewage from vessels moored in Nantucket waters.

Town Biologist Tara Riley greatly increased production of vital shellfish seed for our recreational and commercial fisheries. The department is anticipating expanding the hatchery production next year, producing larger quantities of scallop, quahog, and oyster seed to enhance our natural set. This operation will result in a substantial cost savings by not having to buy seed from off-Island growers. The ability to again be able to produce our own shellfish from Nantucket brood stock is a great accomplishment.

The Town Biologist also performed very important water quality sampling during the 2010 summer months in coordination with the SMAST Estuaries program at UMass Dartmouth. The sampling was done in Nantucket and Madaket Harbors, Miacomet, Sesachacha, Hummock and Long Ponds. Shellfish propagation and water quality initiatives information is available on the department's web site. [www.nantucket-ma.gov](http://www.nantucket-ma.gov).



Recreational scalloping began on October 1st with approximately 120 people fishing on opening day in Madaket and Town. On November 1st commercial scallop season began with an average of 50 fishermen working Nantucket waters. The opening day price was \$12.00 per pound, with a season average of \$11.50 during the five month season. The total landing for the 2010-11 season was 7,000 bushels.

I wish to take this opportunity to thank the Town Manager and her staff and the Board of Selectmen for their continued support. Also, the Harbor and Shellfish Advisory Board in assisting the department with the many complicated issues that affect Nantucket's waters. The department's response and programs could not be accomplished without the extremely dedicated full time members of the department; Assistant Harbormasters Sheila Lucey and Ken Lappin, Beach Manager Jeff Carlson, Shellfish Biologist Tara Riley, Shellfish Warden Dwayne Dougan, and Office Administrator Liz McIsaac all have done an excellent job during the past year. We would also like to welcome Catherine Dickey and J.C. Johnsen as new members of the department. The seasonal employees did an outstanding job during the busy summer season. I appreciate the continued support of all other Town departments and agencies. My personal thanks to all the boaters and fishermen of Nantucket and I hope the department has been responsive to your needs.

#### Permits Issued and Revenue Collected

Type Issued	Number	Revenue Collected
Moorings	1,849	\$186,500
Town Pier Slips	95	\$187,400
Transient Dockage	--	\$3,200
Recreational Shellfish		
Resident	1,324	\$33,100
Non-Resident	8	\$800
Commercial Scallop	164	\$41,000
Commercial Conch/Quahog	8	\$1,200
Commercial Free	34	--
Business License/Contract	1	\$65,625
<b>Total Revenue Collected</b>		<b>\$518,825</b>

Respectfully submitted,

D. F. Fronzuto  
Marine Superintendent/CHM

#### **PARKS AND RECREATION DEPARTMENT**

This was a year of both good and difficult times. The good news came with a recommendation by the Community Preservation Committee for the total funding for the beginning phase of the Nobadeer Playing Fields project. This project was bid out for the development of two natural playing fields with an entry way and parking lot. The projected beginning play time use of these fields will be the spring of 2013 and scheduling will begin in the fall of 2012. Note: please stay off the fields until the root structure has met its potential! Thank you.

The difficult time was for those Town employees whose positions were eliminated due to departmental consolidations; specifically, the Parks and Recreation Department was consolidated into the Department of

Public Works with two and one half year-round positions eliminated. These are trying times for all in and out of Town government. We were still able to keep the seasonal programs and events going as well as continue the necessary maintenance and repairs to our buildings and fields with the help of the DPW crew and the seasonal helpers that work the spring/summer/fall seasons.

Respectfully submitted,

James P. Manchester  
Parks and Recreation Director/DPW

#### ***DEPARTMENT OF PUBLIC WORKS***

The sudden death of Jeff Willett, DPW Director for 23 years, was a major loss to the Town and the DPW, and left everyone with a lot of challenges to overcome. He will be greatly missed.



The Department of Public Works is comprised of six major divisions: wastewater collection; wastewater treatment; solid waste (both recycling and solid waste disposal); urban forestry; stormwater management; and general street and sidewalk maintenance. This annual report will provide an overview of each division and its accomplishments during FY 2011.

#### **Wastewater Collection**

The Town continued to make progress in achieving the recommendations contained in the Comprehensive Wastewater Management Plan and the goals established in the Wastewater Capital Improvement. The Town has contracted with Woodard and Curran to study the feasibility of constructing a Wastewater Treatment facility in Madaket. The Department of Public Works continues to provide daily maintenance of the sewer collection.

#### **Wastewater Treatment**

The DPW is responsible for the operation and maintenance of wastewater treatment plants in Surfside and Siasconset. Both facilities are advanced treatment plants, including nitrogen reduction, and are in compliance with federal and state regulations.

### **Solid Waste**

The solid waste facility took in 34,932.85 tons for all categories of waste in 2011 and recycled approximately 19,000 tons of material. Landfill mining continued in 2011. This mining activity will provide future lined landfill space; reclaim valuable buried materials, while at the same time significantly reducing the potential for groundwater contamination.

Nantucket has been recognized as a National leader for its recycling efforts.

### **Urban Forestry**

The Town of Nantucket was honored for its maintenance efforts in urban forestry with its 11th Tree City U.S.A. Award.

### **Stormwater Management**

During FY 2011 the DPW completed modifications to the stormwater pumping station at Children's Beach which will help to prevent flooding in the area.

### **Streets**

The DPW obtained a thermoplastic paint machine and will be phasing out all water-based street paint over the next few years.

Respectfully submitted,

Mohamed Nabulsi  
Assistant Director

## ***WOODS HOLE, MARTHA'S VINEYARD, AND NANTUCKET STEAMSHIP AUTHORITY***

The Woods Hole, Martha's Vineyard, and Nantucket Steamship Authority (SSA) completed fifty years of service to the Islands in 2010. A quasi-state agency created in 1960, it has operated specifically for the benefit of Nantucket and Martha's Vineyard without any deficit or state subsidy since 1962. Any operating deficit would be assessed to the five ports that we serve according to proportionate representation. Nantucket has a 35% vote. Though the SSA occasionally benefits from federal or state grants for projects such as terminal renovations or new boats, annual income is basically generated from fares paid by consumers. On the Nantucket route, passengers, autos, and freight provide nearly equal shares of income.

The SSA's five members meet monthly in public, alternating between the ports. Nantucket was the host port in September 2010 and June 2011, at the Whaling Museum's Discovery Room, courtesy of the Nantucket Historical Association. The seven Port Council members also meet monthly.

As Nantucket's "lifeline", one of the most serious challenges for the SSA is to maintain vital service levels at the most efficient cost. A major cost item has always been fuel oil, the price of which has become very volatile and approaching 10% of our entire budget. Our ongoing fuel oil hedging program provides some insurance against fuel cost spikes and is expected to preclude rate increases in 2011. In the three years of using hedging, it is estimated that we have saved \$1.9 million in fuel costs.

Total operating revenues for the year were about \$80 million, while total expenses were about \$76 million. At the end of June, passenger and auto traffic was about equal with 2010, though truck traffic had increased about 3%. Our website is being completely redesigned to improve user experiences and make reservations and boat information more easily understood, with completion expected by October 2011. In 2010, 40% of vehicle reservations and over 93,000 fast ferry reservations were made by customers themselves online at our website: [www.steamshipauthority.com](http://www.steamshipauthority.com).

A good and ongoing relationship with management, the other Members, and the hardworking Port Council over the past few years has been improving customer service and traffic numbers. Your SSA representatives have promoted frequent rider discount books, including a 10-ride fast ferry coupon book for seniors, children under 17, and special consideration for those with medical travel difficulties. A new slow/fast 3-day rate is proving popular: go to the mainland on a slow boat, return within three days on the fast ferry, or vice versa. Auto and truck discounts are now being offered for travel on certain underutilized trips, usually on Saturday nights. We also have made improvements in our off-Island parking lots and our shuttle van services. We continue close cooperation with the Hy-Line in trip scheduling and other areas for greater efficiency, better island service relied upon by so many, and cost-savings for both boat lines. New ways to accommodate ever-changing public needs are under constant study.

We have also incorporated a discounted rate for those who do not qualify for excursion rates and for seasonal residents who originate from the mainland, by allowing 10 car spaces on certain trips at a lower rate.

The SSA in 2008 adopted a policy of requiring proof of residence via the Street List maintained by the Town Clerk as proof of residency in order to qualify for the reduced auto excursion rate. Our Town Clerk estimates that more than 1,600 people have thus joined the Street List, generating additional federal funds for the Town over the next ten years.

Our workhorse, the MV Eagle, underwent Phase One of a mid-life renovation over the winter and returned in April looking much better. Phase Two will include an improved snack bar, seating, restrooms, and computer connections, a project tentatively scheduled for the winter of 2011-2012. The concept of installing lift decks to increase auto capacity was postponed due to the high cost. The 50 cent per passenger fee imposed by the state legislature on most ticket sales (coupon books are excluded) yielded \$99,232 for the Town in 2010.

A contract was issued for redesign of the SSA website to make it more user friendly, and it is expected to be operational late in 2011. In late spring we launched the first iteration of a new mobile web site which allows those with smart phones to check on ferry arrivals and departures, cancellations and alerts, parking information, and get directions to our parking lots and terminals. Eventually we hope it will be possible to make reservations from your mobile phone, and to show the actual location and arrival times of vessels.

In January the SSA cooperated with the Town and the U.S. Coast Guard in the F/V Miss China incident by allowing the vessel to be docked temporarily at our wharf until the Marine Department could arrange for its disposal in the real world.

Another year of providing safe and reliable service for the islands of Martha's Vineyard and Nantucket would not have been possible without the day-to-day dedication and commitment of our employees to public service. The Steamship Authority provides service 365 days per year, sometimes under difficult

circumstances or adverse weather conditions. We thank all of our hard-working boat crews and terminal employees for their contributions to the success and accomplishments that the SSA achieved in 2010.

Respectfully submitted,

H. Flint Ranney, Governing Board, Nantucket Member  
Nat Lowell, Port Council Member

## ***VISITOR SERVICES***

The Visitor Services and Information Department was established to provide a quality experience for Island visitors and residents. The department's budget consists of funding allocated from a percentage of the Local Room Occupancy tax paid by all licensed guesthouses and hotels. These licensed guest houses and hotels must collect state (5.7%) and local (6%) taxes which total 11.7%. The local share of 6% is then returned to the Town and the department's budget is based on 30% of that amount.

The Travel and Lodging Brochure is available at the 25 Federal Street office, by calling (508) 228-0925, e-mailing [towninfo@nantucket-ma.gov](mailto:towninfo@nantucket-ma.gov) or downloading from our website: [www.nantucket-ma.gov/visitor](http://www.nantucket-ma.gov/visitor).

Visitor Services helps to sponsor and organizes the Fourth of July fireworks exhibition at Jetties Beach. This year, a viral fundraising campaign was started by Gene Mahon, chairman of the Visitor Services and Information Advisory Committee, working with the Visitor Services Director, and the Advisory Committee. There also was additional assistance from the Nantucket Island Chamber of Commerce. The fundraising goal was reached with the help of a generous donation of an anonymous contributor. The efforts of all who assisted and the contributions concluded successfully with the Fourth of July fireworks being secured for the years 2011 and 2012. This year Visitor Services also continued its fundraising campaign by selling fireworks t-shirts to raise money. Visitor Services would also like to thank the Town Manager and the Town of Nantucket for their assistance in continuing an Island tradition.

Visitor Services and the Chamber of Commerce partnered again for the fifth annual Christmas Light Decorating Contest. Many Island homes participated and were judged in one of three categories for their display.

Nantucket Visitor Services also created and produced, along with assistance from Jimmy Manchester, the first all comprehensive Town of Nantucket sponsored Fourth of July events brochure . Fourth of July is the busiest weekend of the season, and this pamphlet provided a listing of all scheduled Town events, financial donors to the fireworks, NRTA bus info, helpful telephone numbers, restrooms and a small map showing the locations of the all the events with their times.

The Visitor Center at 25 Federal Street continues to be the main office for providing information on activities, services, clubs, organizations, museums, businesses, lodging, and restaurants as well as special events. The office welcomes over 60,000 visitors a year and serves as a daily referral service for available rooms including the helpful seasonal one night list and cancellations for holiday weekends. The office maintains lists of restaurant openings and closings and also keeps menus available to the public. The office is open year round - seven days a week in season and closed Sundays, December through early June. For

those traveling by boat, a satellite kiosk on Straight Wharf provides information to visitors and residents seven days a week in season.

Visitor Services collaborated with the Nantucket Planning and Economic Development Commission and the South Eastern Economic Development Corporation (SEED) and held the first Social Media seminar for the public. This one-time class was offered free of charge to the Nantucket business community on ways to use Twitter, Facebook, blogs and other web tools to communicate with the public. Visitor Services now uses Twitter to provide updates on lodging, restaurants, and other important visitor information. Twitter was helpful in providing updates including room availability during busy weekends and Fourth of July Fireworks status. Visitor Services will continue using Twitter to assist both residents and visitors to the Island. Join us and sign up at [www.twitter.com/nantucketbuzz](http://www.twitter.com/nantucketbuzz).

Respectfully submitted,

Kate Hamilton Pardee  
Director

#### ***SIASCONSET WATER DEPARTMENT***

The following activities are highlights of the fiscal year for the Siasconset Water Department.

Construction of the 400,000 gallon water storage tank was completed and the tank was placed on line in October. Design of the control system and pumping station expansion was begun and construction is expected to begin in October of 2011. This work includes the installation of the electrical services underground and removing the existing utility poles.

The Water Commission awarded a contract to Costello Dismantling Inc. to remove the New Street Standpipe. Costello was the low bidder with a bid of \$37,000. The final site work will be completed in September of 2011.

Recognizing the historical significance of the existing water department summer office, the Water Commission authorized the staff to apply for Community Preservation Funds to restore the building.

Authorization of abandonment of the original Dug Well system was received from the Massachusetts Department of Environmental Protection. All water to the system is now supplied by two gravel packed wells.

Total production for the fiscal year was 57,438,000 gallons. This is an increase of 11,755,000 gallons (25.75%) over fiscal year 2010.

The Commissioners renewed a Memorandum of Agreement with the Nantucket Water Commission whereby the Wannacomet Water Company will continue to provide certified operators as well as administrative and operational support.

The Water Commission would like to express its thanks to the residents of Siasconset, other Town departments, the Town Manager and the Wannacomet Water Company for their help and assistance throughout the year.

Respectfully submitted,

Siasconset Water Commission  
Gerald Eldridge, Chair  
Robert Benchley, III, Clerk  
John Pearl

## **WANNACOMET WATER COMPANY**

### **Mission Statement**

*The Wannacomet Water Company shall strive to provide high quality drinking water that exceeds all established Federal and Commonwealth drinking water standards, provide the highest level of customer and water related support services achievable, educate and inform the public of the need to protect Nantucket's water resources, and to accomplish this mission using prudent utility practices and responsible fiscal management.*

The following highlights are illustrative of the manner and ways that the objectives outlined in the mission statement were achieved during fiscal year 2011.

### **Water Supply and Quality**

Total fiscal year production from all of the wells was 567,281,000 gallons. This represents a 6.6% increase from the previous fiscal year. The peak production day for the fiscal year was 3,901,223 gallons on July 8, 2010. This was the highest production day ever for Wannacomet.

Construction of the 2,000,000 gallon storage tank in North Pasture was completed and the tank went on line on October 1, 2010. The Supervisory Control and Data Acquisition (SCADA) system was completed in June of 2011.

The Phase I extension of the distribution system to Madaket (Madaket Road and South Cambridge Street) was awarded to Holdgate Partners, Inc. and was completed in January, 2011. Phase II of the system extension to Madaket (North Cambridge Street, Tennessee Avenue and I and F Streets) was also awarded to Holdgate Partners, Inc. Work on this phase commenced in May of 2011 and was scheduled for completion in September of 2011.

### **Operations and Engineering**

Under the direction of Operations Manager Chris Pykosz, Wannacomet continues to strengthen its distribution system by installing new water mains to improve fire flows and circulation patterns. Upgrades have been undertaken and completed for water mains, services, gate valves and fire hydrants.

The meter upgrade program was initiated in 2011 and is expected to be completed in the fall of 2012. When completed, all water meters will be read from the office at 1 Milestone Road. The system will have the ability to track the water use patterns of individual accounts for a defined period of time.

A leak survey of the distribution system including water mains, services, valves, and fire hydrants was conducted in April and May of 2011. The survey detected four leaks that were leaking a combined 5,760 gallons per days. The identified leaks were repaired by Wannacomet staff.

### **Administration**

Under the direction of Business Manager Heidi Holdgate, Wannacomet continues to expand billing and payment options to its customers. Many customers are now taking advantage of receiving an electronic bill rather than a traditional paper bill.

We urge you to visit our website at [www.wannacomet.org](http://www.wannacomet.org). The website has many tips for water efficiency and an online water use calculator to help determine a customer's water use patterns.

The Nantucket Water Commission and the Siasconset Water Commission renewed their Memorandum of Agreement whereby Wannacomet Water Company provides certified operators, technical, and administrative support to the Siasconset Water Department.

The Town of Nantucket, on behalf of the Nantucket Water Commission, issued a Request for Proposals (RFP) for the development of a solar generation array to be installed at Wyer's Valley and North Pasture. However, because of metering restrictions imposed by National Grid the Water Commissioners suspended the project until the metering issues are resolved.

I would like to take this opportunity to thank the employees of the Wannacomet Water Company for their dedication and commitment to providing our customers with the safest and highest quality drinking water possible and excellent customer service. I also want to thank Nantucket Water Commissioners Nonie Slavitz, Nelson Eldridge, and Allen Reinhard for their support and guidance.

Respectfully submitted,

Robert L. Gardner  
General Manager



## ***PLANNING AND ZONING REPORTS***

### ***NANTUCKET CONSERVATION COMMISSION***

The Nantucket Conservation Commission is charged under state law with the protection of the Island's natural resources. The Commission serves as the first line of administration and enforcement of the Massachusetts Wetlands Protection Act aimed at protecting coastal and inland wetland resources. The Commission also administers and enforces the Nantucket Wetland Bylaw, which contains stricter performance standards than does the state law, and reaches additional wetlands resources. The Conservation Commission holds title to and manages a number of properties on Nantucket, with a focus toward habitat protection and low-level passive recreational use.

The Massachusetts Wetlands Protection Act (the Act), passed in 1972, identifies and protects eight public interests served by wetlands: the protection of public and private water supply; the protection of ground water supply; flood control; storm damage prevention; prevention of pollution; protection of land containing shellfish; protection of fisheries; and protection of wildlife habitat. To accomplish this task, the Act restricts development in wetlands and wetland buffers by requiring that those wishing to perform work that may impact wetlands apply for, and obtain, a permit from the Conservation Commission.

The Nantucket Wetland Bylaw, adopted in 1983, regulates activities deemed to have a significant or cumulative effect on wetland values including the eight identified above under the state act, as well as erosion control, recreation, public safety, and wetland scenic views. It does so by requiring a permit to remove, fill, dredge, alter, or build upon or within 100 feet of a number of enumerated protected resource areas. The application process for obtaining a local permit is the same as for the state permit.

The Commission evaluates two primary categories of permit applications:

- Requests for Determination (in which the applicant seeks a determination whether a site or project falls within state or local jurisdiction, or where the applicant seeks verification of resource delineations);
- Notices of Intent (in which the applicant seeks permission to conduct activity within a resource area as outlined in state and local statutes), and, related to the Orders of Conditions that issue as the result of Notice of Intent, a Request for an Amended Order of Conditions, and a Request for a Minor Modification.

The Commission conducts public meetings every other Wednesday to consider applications, review documentation, hear testimony from interested parties, act on applications, and conduct other business. Following public hearings, the Commission issued Orders of Conditions in response to the Notices of Intent permitting work to be done (or prohibiting such work) in areas under its jurisdiction (within 100 feet of a resource area), subject to numerous conditions dictated to ensure the protection of those resource areas. Additionally, where appropriate, the law requires that the Commission review and issue Certificates of Compliance.

The Commission until the end of fiscal year 2011 consisted of Ernie Steinauer as chairman, and Sarah Oktay as vice chairman. They were joined by Commissioners Andrew Bennett, John Braginton-Smith, Mary Wawro, John Brescher, and Jennifer Karberg. Mary Wawro's term expired at the end of the fiscal year and

she chose not to reapply and we would like to thank her for her three years of service. Dirk Roggeveen was the Administrator, and Catherine Dickey was the Office Administrator until May of 2011, at which point Jeff Carlson began as Natural Resources Coordinator and started as the new Administrator. The Commission and its staff would like to thank Mr. Roggeveen and Ms. Dickey for their service.

The Commission's priority in conducting its mission is to secure the protection of Nantucket's coastal and inland wetland resources in a manner consistent with state and local law, with substantive and procedural due process for those coming before the Commission, with the best available scientific and technical resources available to the Commission, in the manner most cost-effective for the Town.

Respectfully submitted,

Jeff Carlson  
Natural Resources Coordinator

#### ***NANTUCKET PLANNING AND ECONOMIC DEVELOPMENT COMMISSION***

The Nantucket Planning and Economic Development Commission (NP&EDC) is recognized as one of thirteen regional planning agencies in the Commonwealth. It was created as a request for a home rule petition under Article 5 of the Special Town Meeting of January 25, 1973. The Massachusetts legislature approved the petition as Chapter 561 of the Acts of 1973. The NP&EDC is unique among regional planning agencies in that it represents one town and one county, Nantucket. The Commission was established "In order to plan for the orderly and coordinated development and protection of the physical, social, and economic resources of the Island of Nantucket." The Commission is advisory, making recommendations to "implementing bodies" that it may deem to be beneficial.

#### **Commission Members**

The NP&EDC is composed of 12 members, nine from various Town agencies and three members at-large. During fiscal year 2011, the following individuals served on the NP&EDC:

- Nathaniel Lowell, Chair, Planning Board
- Brian Chadwick, Vice Chair, Member at-large
- Charles "Jack" Gardner, Member at-large
- Andrew Bennett, Conservation Commission
- Sylvia Howard, Planning Board
- Rick Atherton, County Commissioners
- John McLaughlin, Planning Board
- Barry G. Rector, Planning Board
- Linda Williams, Planning Board
- Donald T. Visco, Member at-large
- Jeffrey Willett/Mohamed Nabulsi, Department of Public Works
- Bertyl V. Johnson Jr., Housing Authority

A review of the NP&EDC activities between July 1, 2010 and June 30, 2011 is as follows:

### **Area Planning Process**

A key aspect of the adopted Master Plan (April 2009) is the continuation of a locally-based citizen planning process known as "area plans," which the NP&EDC oversees. The Brant Point group has worked throughout the year on a survey. Surfside remains active and has been implementing projects including "paper" street elimination, beach access and addressing establishing Monohansett Road, Okorwaw Avenue, Lover's Lane and the Boulevard as public ways.

### **Smart Growth**

The Commission scored 125 out of 140 points for 2010-2011, which was again the second highest score in the Commonwealth (Note: Northampton has been first in the state since 2005-2006). This was an improvement to our previous scores of 117 points in 2009-2010, 105 points in 2008-2009, 109 points in 2007-2008, 105 points in 2006-2007, and 98 points in 2005-2006, due to implementation of the Master Plan initiatives. In FY 2012, this system will no longer be used by the Commonwealth.

The Commission supported and staff helped prepare a grant for Electric Vehicle Charging Stations with the Town, Cape Air and ReMain. The award is pending as of the close of the fiscal year. The Commission and staff also participated in the development of an Energy Plan to serve as the Island's Climate Action Plan with consultant Stephen Barrett of Harris Miller Miller and Hansen, Inc.

### **Ocean and Coastal Planning**

Since the release of the state's Ocean Plan in January 2010 pursuant to the Massachusetts Oceans Act (Chapter 114 of the Acts of 2008), staff and Commission members have spent a great deal of time during the fiscal year focused on related issues including a proposal to develop lease areas in Federal waters to the south of Nantucket. In April, the Commission was formally included on the Ocean Advisory Committee thanks to the work of Senator O'Leary and Representative Madden. It is planning an update for 2015 to amend the legislation of the Oceans Act.

A home rule petition upgrading the NP&EDC's authority was resubmitted and passed as Article 63 at the 2011 Annual Town Meeting. It appears that this Bill will pass in the next fiscal year. The Commission and staff have begun work to assist the Marine Department in developing a coastal management plan and principles.

### **Economic Development**

A second workshop with the Southeastern Economic Development (SEED) non-profit was held at the Bartlett Farm Hayloft on May 4, 2011. Cape Cod Five Cents Bank assisted the workshop by providing refreshments and the Chamber of Commerce and Visitors Services provided marketing and help with press releases and notification. It is hoped that small businesses might be assisted by this organization's programs.

The Commission and staff continued work in strengthening and revitalizing the downtown, examining redevelopment sites as well as transportation and parking issues. A final report on the Wilkes Square Redevelopment Site was delivered in July and staff has had direct involvement with "implementing bodies" to advance a plan for this important downtown site.

### **Land Transfers/Roads and Right-of-Way Takings**

The Planning Office assisted in both the development of warrant articles authorizing the Town to dispose of surplus land and the removal of "paper" streets and the implementation of actions necessary for

completion. Staff has assumed primary responsibility for closing out past real estate articles including transfers for open space, public access, affordable housing, and “yard sale” conveyances to abutters. Examples include finalization of the conveyances of the Weweeder Pond “greenbelt” parcels, totaling approximately 31 acres, to the Land Bank authorized in 2007; finalization of negotiations with property owners for implementation of West Tristram Avenue (Phase II) and Surfside Six settlements in return for One Big Beach Easements and public access; and substantial progress closing out past real estate authorizations from as long ago as 1995.

### Other Legislation

The Commission has been actively involved with our state legislative team: Senator Wolf and Representative Madden, on various initiatives other than those discussed above and home-rule petitions. These include:

- **Comprehensive Land Use Reform and Partnership Act (CLURPA):** Legislation to update Massachusetts’ obsolete zoning enabling laws was resubmitted from last year.
- **Wind Energy Siting:** The Commission continues to monitor legislation which might have impacts to land-based wind turbines in regions with so-called “wind-rich” resources.
- **DLTA Funding in FY2012:** Staff worked through statewide organizations and others to continue this important funding, which has offset reduction in staff and budgetary reductions.
- **Home Rule Petitions:** Staff assisted in the advancement of House Bills 568, transferring a portion of Nonantum Avenue from the County to the Town, and 570, discussed above at Ocean and Coastal Planning, both of which are poised for adoption at the close of the fiscal year.

The Commission expresses its sincere thanks to Senator Wolf, former Senator O’Leary, and Representative Madden for their continued diligent work.

### Housing Planner/Specialist

The Affordable Housing Trust Fund (AHTF) acquired 7 Surfside Road in August 2010, a small one bedroom home on a one-third of an acre commercially zoned parcel. In the immediate term, the house is rented to an affordable tenant. In the long term the AHTF is in the planning stages for future development of other small homes at the site. A design competition was held seeking site plan ideas. The goal is for up to four additional units.

The AHTF application for \$600,000 to the Community Preservation Committee for FY 2012 was not recommended for Town Meeting consideration although some funding was reallocated. A \$120,000 donation from an anonymous donor was received and staff negotiated a multi-year pledge of both cash and professional services from a local businessman in exchange for services performed related to a house moved from Brant Point. The AHTF accepted a donation of a former tax title property in Surfside from the Town which the Trustees have voted to sell and use the proceeds for programs and expenses.

In May 2011 the U.S. Census Bureau’s Boston regional office traveled to Nantucket and presented a three hour workshop mining the 2010 Decennial Census data. Nantucket has 11,618 total housing units of which 4,229 are occupied year round. The Nantucket Income Limits for 2011 released by HUD show that median income has increased by 13% over the prior year to \$101,900.

## **Transportation**

The NP&EDC works with the Massachusetts Department of Transportation, and the Town and County of Nantucket, to improve the safety and convenience of residents and visitors. The objective of these improvements is to reduce congestion and promote pedestrian, bicycle, and transit usage. The following initiatives support these objectives.

- **Regional Transportation Plan**

The updating of the Transportation Plan for Nantucket, which includes community demographics, goals, and projects for improving the transportation system, began. The NP&EDC consulted with a number of Island agencies in updating the plan, including the Nantucket Regional Transit Authority, Airport, Steamship Authority, Commission on Disabilities, and Board of Selectmen. Projects that would receive federal transportation funding must be included.

- **Cliff Road Extension Bike Path**

Coordination of the design and construction of the Cliff Road bike path extension from Crooked Lane to Sherburne Turnpike is to occur during the summer of 2011.

- **Hummock Pond Road Bike Path**

Continued coordination of the design for the first phase of the Hummock Pond Road bike path has been undertaken.

- **Downtown Parking Management Programs**

With ReMain Nantucket and parking consultant Nelson/Nygaard, assisted the Board of Selectmen with a review of strategies and programs intended to increase parking opportunities for those transacting business in the downtown area. Among the strategies that were reviewed included a paid parking pilot program and a valet parking service. In October, 2010, the NP&EDC voted to support a coordinated set of actions for the downtown area including a paid parking system, direct shuttle bus, and exploration of a parking facility within the Wilkes Square Redevelopment Area.

## **Administration**

Budget impacts and the hiring freeze have continued the ongoing vacancy of the Land Use Planner position for a fourth year and eliminated the Planning/ZBA Assistant in May 2011.

The Commission recognizes its dedicated staff.

Respectfully submitted,

Nathaniel Lowell  
Chairman

## **NANTUCKET PLANNING BOARD**

In Massachusetts, Planning Boards are authorized under Chapter 41, Section 81-A of the Massachusetts General Laws. In 1953, Chapter 41 was amended to include Sections 81-K through 81-GG, also known as the Subdivision Control Law, the purpose of which is to protect the safety, convenience, and welfare of the inhabitants of the cities and towns by regulating the laying out and construction of ways, which provide access to the lots within a subdivision. Nantucket adopted these laws in 1955. The Nantucket Planning Board administers the Subdivision Control Law through standards contained in a document adopted and amended by the Planning Board entitled the *Rules and Regulations Governing the Subdivision of Land*.

Pursuant to Section 139-30 of the Code of the Town of Nantucket, the Planning Board is authorized to grant special permits for a variety of projects. In granting special permits, the Planning Board follows the rules and procedures set forth in Chapter 40A of the Massachusetts General Laws, also known as the Zoning Act.

Nantucket's *Rules and Regulations Governing the Subdivision of Land* (Section 3.06), in conjunction with Chapter 139-2 of the Nantucket Zoning Bylaw, authorizes the Planning Board to review all plot plans for secondary dwellings to determine if adequate access is available to the lot and structures.

Pursuant to the above laws, the Planning Board acts in the following areas:

### **41-81D Master Plan**

The Planning Board approved the Nantucket Master Plan on March 30, 2009 and the Plan was accepted by the Town through the unanimous passage of Article 26 at the 2009 Annual Town Meeting on April 7, 2009. The acceptance of the Plan by the Town is an important milestone for the Planning Board. This Plan is the first local plan compliant with state requirements and a necessary update of the 1990 *Goals and Objectives for Balanced Growth* document, which was to be valid until 2010.

Important zoning changes in concert with the Plan have been approved by Town meeting and the Board continues to propose zoning changes consistent with the Plan, which prioritizes affordable housing development and land use changes over the next ten years. A schedule of comprehensive zoning changes consistent with the Town and Country Overlay District concept and the existing character of developed neighborhoods is a significant component of the Plan.

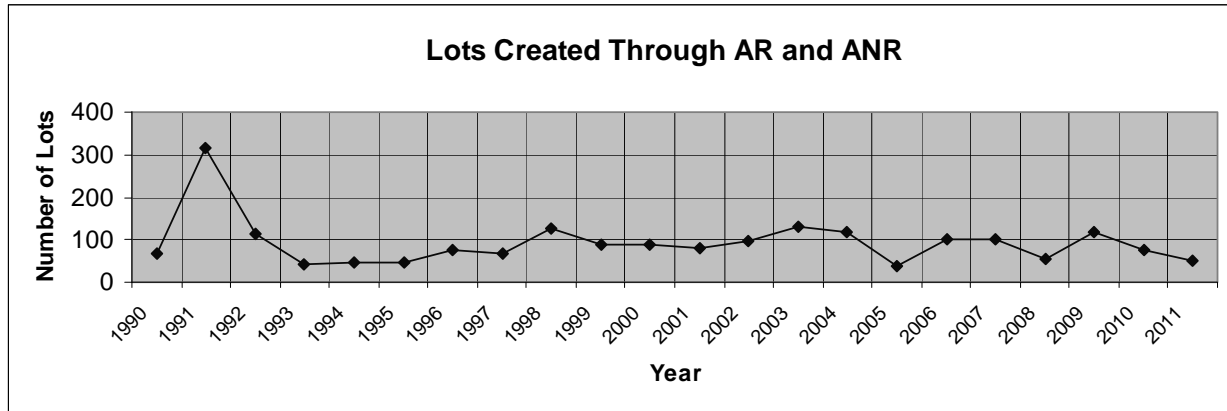
### **Review of land for subdivision proposals**

The Planning Board takes formal action on three types of plans for the division of land: Preliminary, Approval Not Required (ANR), and Approval Required (AR or Definitive). Submission of a preliminary plan gives a prospective applicant an indication of what the Planning Board will require for definitive plan submission, and provides the Board with a preview of development anticipated in the future. Preliminary plan approvals have no status as subdivisions under the law, and lots approved through this process may not be legally recorded or conveyed. ANR plans and AR plans create legal lots suitable for recording and conveyance. However, many of the plans endorsed as ANR plans are merely lot line adjustments, perimeter plans, or conveyances to abutters, therefore, not all new lots are buildable under the Zoning Bylaw. The Planning Board is not authorized to require public improvements or establish conditions of approval when taking action on ANR applications, and has narrow grounds for denying them.

**Plans acted upon by the Planning Board from July 1, 2010 to June 30, 2011**

Application Type	Submitted	Approved	Denied	Withdrawn	New Buildable Lots Created
Pre-Plans	3	3	0	0	n/a
ANR	74	74	n/a	0	28
AR	10	9	0	1	22
Total (ANR's & AR's)	84	83	0	1	50

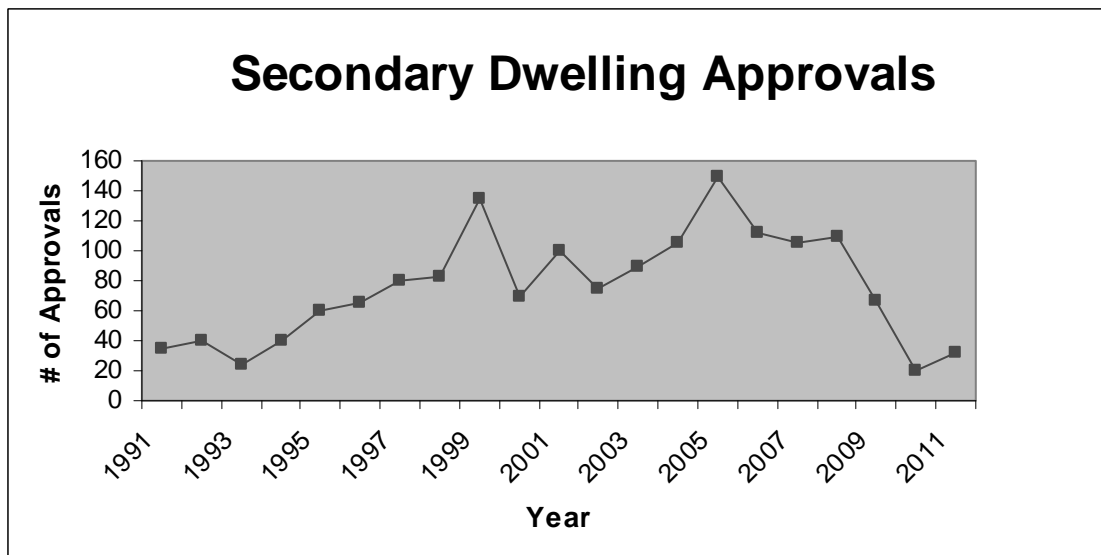
The following chart illustrates a multi-year trend in new buildable lots created



**Review of proposals to erect secondary dwellings on existing lots**

Nantucket's Zoning Bylaw and Subdivision Rules and Regulations authorize the Planning Board to grant approval for secondary dwellings when it finds that adequate vehicular access has been provided. The Board approved 32 secondary dwellings from July 1, 2010 to June 30, 2011.

The following chart illustrates a multi-year trend in second dwelling approvals



**Issuance of Special Permits**

Special Permits from the Planning Board are required for the following:

- Major Commercial Developments (MCD)

- Major Residential Developments (MRD)
- Cluster Subdivisions
- Two or more driveway accesses on a lot
- Residential dwellings with ground cover exceeding 800 square feet within the Moorlands Management District (MMD)
- Commercial Wind Energy Conversion Systems (WECS)
- Multi-Family Housing within the Multi Family Overlay Districts
- Special developments within the Public Wellhead Recharge District
- Projects within the Mid-Island Planned Overlay District
- Employee housing for a maximum of 18 persons per site within the Neighborhood Employee Housing Overlay District (NEHOD)
- Projects within the Harbor Overlay District (HOD)
- Secondary lots

The Board reviewed 20 special permit applications during fiscal year 2011 as follows:

- Two Major Commercial Development
- Five Driveway Access
- Two Mid-Island Planned Overlay District (MIPOD)
- Ten Modifications to Previously Granted Special Permits
- One Secondary Lot Special Permit

### **Recommendations to the Zoning Board of Appeals**

The Planning Board reviewed and issued recommendations on Zoning Board of Appeals variance and special permit applications, as well as appeals of the Zoning Enforcement Officer's rulings.

### **Articles submitted by citizens, town agencies, and the Nantucket Planning Board concerning proposed amendments to the Zoning Bylaw, chapter 139 of the Town of Nantucket Code**

The Planning Board holds public hearings and makes recommendations to Town Meeting on articles to amend the Zoning Bylaw or modify the Zoning Map. Thirteen zoning articles were submitted for the Annual Town Meeting warrant. The Planning Board held many public hearings on these articles before submitting its recommendations. The following amendments to the Zoning Bylaw were approved at the 2011 Annual Town Meeting:

#### **\*Article 47: Zoning Map Change: Island Lumber**

Approval of this article rezoned land from RC-2 to VN and VR. Elimination of the RC-2 zoning district, matching the existing character of the land with the zoning district, and implementing the Town and Country Overlay District concepts are all consistent with the Land Use and Implementation Elements of the Master Plan.

#### **\*Article 48: Zoning Map Change: Surfside Road**

Approval of this article rezoned land from RC-2 to CN and R-5. Elimination of the RC-2 zoning district is consistent with the Land Use and Implementation Elements of the Master Plan.

#### **\*Article 49: Zoning Map Change: Miacomet Avenue**

Approval of this article rezoned land from RC-2 to R-20 and from RC-2 and LUG-2 to R-20 and LUG-3. Elimination of the RC-2 zoning district and the removal of zoning district boundaries that split lots are consistent with the Land Use and Implementation Elements of the Master Plan.



**\*Article 50: Zoning Map Change: Fairgrounds and Rugged Road**

Approval of this article rezoned land from LUG-2 to R-40. This rezoning, an implementation of the Town and Country Overlay District concept, is consistent with the Land Use and Implementation Elements of the Master Plan.

**\*Article 51: Zoning Map Change: Surfside Nobadeer Avenue, Surfside Road, Weweeder Avenue, Atlantic Avenue, and Masaquet Avenue**

Approval of this article rezoned land from R-20 to LUG-1 and from LUG-1 to R-20. Matching the zoning district with the character of the lots and the surrounding area is consistent with the Land Use and Implementation Elements of the Master Plan.

**Article 53: Zoning Map Change: Split Zoning District Correction Wauwinet/Squam**

Approval of this citizen petition eliminated lots from being split between multiple zoning districts by rezoning portions of the lots from LUG-1 to R-1.

**Article 54: Zoning Map Change: Bartlett Road**

Approval of this citizen petition rezoned a portion of property from R-20 to R-10.

**Article 55: Zoning Map Change: Howard, Gardner, Main Street**

Approval of this citizen petition rezoned properties from R-1 to ROH.

**Article 56: Zoning Map Change: Swift Rock**

Approval of this citizen petition rezoned properties from LUG-2 to LUG-1.

**Article 57: Zoning Map Change: First Way, Backus Lane, Allen's Way, Third, Fourth and Fifth Way**

Approval of this citizen petition rezoned properties from R-10 to R-1. Many properties included in the citizen petition were removed through the Planning Board public hearing process.

**\*Article 58: Zoning Bylaw Amendment: Swimming Pool**

Approval of this article added residential and commercial swimming pools as defined uses in the Zoning Bylaw.

**Article 60: Zoning Bylaw Amendment: Lot Area**

Approval of this citizen petition modified the definition of Lot Area to be consistent with the local wetland bylaw, the current practice, and the authority of the Planning Board.

**\*Article 61: Zoning Bylaw Amendment: Accessory Use VTEC**

Approval of this article added convenience store and bicycle rental or sale as allowed accessory uses in the VTEC district.

**\*Article 63: Zoning Bylaw Amendment: Secondary Lots**

Approval of this article modified requirements to reduce barriers to the creation of affordable lots.

**\*Article 64: Zoning Bylaw Amendment: Technical Corrections/Miscellaneous**

Approval of this article modified various sections of the Zoning Bylaw. Changes included technical corrections, elimination of redundant language, and re-organization.

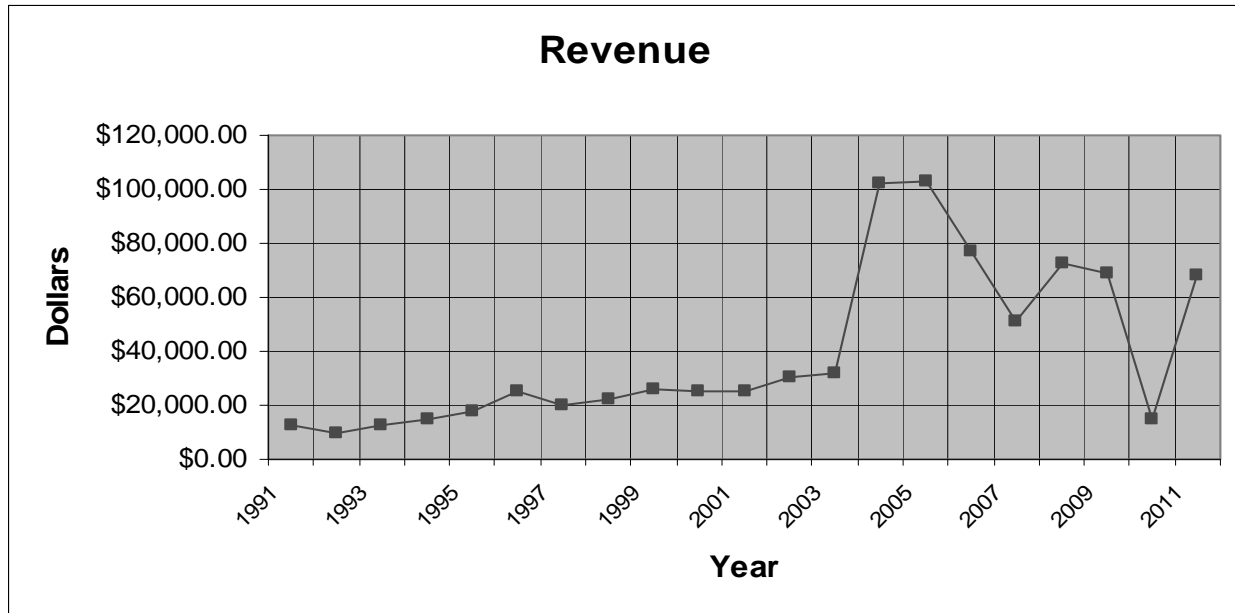
\* Articles sponsored by the Planning Board

## **Planning Board Budget and Revenues**

All expenses for the Planning Board were paid through the Nantucket Planning and Economic Development Commission budget line items for fiscal year 2011. The Planning Board collected total revenues of \$68,406.30 from July 1, 2010 to June 30, 2011. These revenues were comprised of application filing fees as well as photocopy fees. Filing fees are deposited directly into the Town Treasury's General Fund. The Planning Board also requires that applicants submit engineering escrow monies to fund professional inspections of roadway, drainage and sewerage improvements associated with Approval Required Subdivisions, Major Commercial Developments, and other special permits as necessary. These

funds are kept in a separate escrow account, and unspent balances are returned to applicants upon the completion of construction and inspection. In fiscal year 2010, the Planning Board collected \$122,101.33 in engineering escrow monies for new subdivision and special permit filings.

The following chart illustrates multi-year trend Planning Board revenue



In addition to the revenues generated by the Planning Board deposited in the Town Treasury's General Fund, the Planning Board negotiates public infrastructure improvements in association with Subdivision and Major Commercial Development permit approvals. Infrastructure improvements may include sidewalk or bike path enhancements, the creation of on-street parking, roadway surfacing, extension of water or sewer utilities, etc. In many cases, the developer completes the project and makes a "gift" to the Town and in other cases they make a monetary donation. Since 2005, approximately \$3,914,000 has been generated for projects that benefit the community.

Respectfully submitted,

Barry G. Rector  
Chairman

## ***ZONING BOARD OF APPEALS***

Massachusetts law mandates that where a community elects to restrict or regulate the rights of property owners through a zoning by-law, "it shall provide for a zoning board of appeals." The Nantucket Zoning Board of Appeals exists because, in 1972, Nantucket voters chose to adopt a zoning bylaw at the Annual Town Meeting. The bylaw's purpose is to "promote the health, safety, convenience, morals and general welfare of Nantucket's inhabitants, to lessen the danger from fire and congestion and to improve the town..." Chapter 139 of the Code of the Town of Nantucket sets out the powers and duties of the ZBA and for the most part parallels the power and duties set out for such boards by Commonwealth law.

The ZBA has the power to grant variances and special permits, and hear and decide appeals from certain decisions of the Building Commissioner or Zoning Enforcement Officer. Variances may be granted under narrowly defined circumstances where "owing to circumstances relating to the soil conditions, shape, or topography of [the] land or structures" which are unique to that land or structure and do not generally affect other land or structures within the same zoning district. The ZBA also considers how a literal enforcement of the bylaw would involve substantial hardship to the landowner. The bylaw further restricts variances to situations where "granting relief would not result in substantial detriment to the public good or derogate from the intent and purpose of the bylaw." A variance is not generally considered appropriate if a landowner creates his/her own hardship.

Special permits may be granted by the ZBA for any number of structural alterations, to waive certain requirements, or to allow certain uses. Depending on the type of relief requested, the ZBA makes such findings as to whether the proposed uses or waivers are in harmony with the general purpose and intent of the Zoning Bylaw. In the case of an expansion or alteration of a pre-existing nonconforming use or structure, the ZBA must find first whether the project entails an increase in the nonconforming nature of the property, and then find that said expansion or alteration is not substantially more detrimental to the neighborhood than the existing nonconformity. The majority of applications for special permits seek permission to alter or expand "pre-existing, nonconforming structures or uses". This results from the fact that most lots and dwellings in many zoning districts, particularly in the downtown and mid-Island areas, were existing from a time prior to the 1972 enactment of the Zoning Bylaw, which in most cases makes a property "grandfathered", or protected from having to be brought into compliance with current Zoning Bylaws. The ZBA receives a significant number of applications seeking relief from parking and loading zone requirements. The ZBA is empowered by the Zoning Bylaw to waive up to 100% of the off-street parking and loading zone requirements in all zoning districts by special permit. In addition, many residential areas contain properties that are used for commercial purposes that pre-date 1972 and any changes to those uses require special permit relief.

In fiscal year 2011, the ZBA considered 69 applications, down from the 77 considered in fiscal year 2010. Of the 69 applications, the ZBA granted six variances, heard one appeal, and granted 54 special permits. Five of these applications were withdrawn and three were denied. The majority of the denials were due in large part to the applicant requesting relief from a self-imposed hardship.

The ZBA consists of five regular members and three alternate members who are appointed by the Board of Selectmen in staggered terms of five years for regular members and three years for alternate members. In fiscal year 2011, Edward Toole served as Chairman, Dale Waine served as Vice-chairman, and Lisa

Botticelli served as Clerk. Also serving were Michael J. O'Mara and Kerim Koseatac, with Susan McCarthy, Mark Poor, and Michael Angelastro as alternates.

Respectfully submitted,

Edward Toole  
Chairman

## ***ZONING ENFORCEMENT***

The Zoning Enforcement office is located within the Code Enforcement Department, on the second floor in the Town Annex Building at 37 Washington Street. Questions on zoning matters are accepted in person, by phone at (508) 325-7578 or fax (508) 325-7579, or by letter. Complaints regarding possible zoning violations should be submitted in writing and signed; all complaints received in this manner will be reviewed.

### **Permitting**

In fiscal year 2011 the office reviewed 1,219 applications for Building Permits and 546 applications for Certificates of Occupancy (CO) for a total of 1,765 requests for permits.

### **Building Permits**

Of the applications for Building Permits, 34 requests were formally denied (i.e. by letter of denial). The most common reasons for formal denial include: existing structures built without the appropriate permits (e.g. sheds, showers, additions), open permits for completed projects, and noncompliance or nonconformity with the Zoning Bylaw or required/issued special permits.

### **Certificate of Occupancy**

Thirty applications for COs were denied. Reasons for denial vary and are particular to the property in question. However, most instances of denials involve a violation of the Zoning Bylaw and/or issued special permits or variances.

### **Enforcement**

Thirty-seven requests for enforcement were received. Of the requests, 24 resulted in violation notices/enforcement orders and \$1,200 in fines was levied.

Respectfully submitted,

Marcus Silverstein  
Zoning Enforcement Officer

## ***PUBLIC SAFETY REPORTS***

### ***FIRE DEPARTMENT***

In fiscal year 2011 the Nantucket Fire Department dealt with a large spectrum of calls for service. During the months of July and August there were dozens of lightning strikes causing several building fires throughout the Island. The Fire Department also responded to several other building fires due to human factors and inadequate fire safety practices such as unattended candles, heating appliance failures, and unsafe storage of flammable and combustible waste materials. This year there was an incline in hazardous material response due to aging equipment such as fuel storage tanks, causing oil and propane leaks at residential homes. The emergency medical services were busy with an increase in special hazard calls such as motor vehicle crashes involving multiple vehicles, carbon monoxide issues, weather related issues, and an extended flu season.

Members of the Fire Department, in conjunction with the Southeast Regional Homeland Security Advisory Council, Barnstable Fire Academy, and Emergency Services Inc., completed training and updating of the following: Office of Emergency Medical Services 28 hour refresher; emergency medical services training symposium consisting of on-going training of several required curriculum and certifications; special hazards; firefighter safety; first due engine; initial command; building size up; ventilation; and foam trailer operations.

Maintaining a high level of training is crucial for the Nantucket Fire Department. This enables us to safely and professionally handle various emergencies we encounter through the year.

#### **Fire Suppression/EMS Responses/Inspections**

The Fire Department responded to 3,667 requests for assistance over the year.

**Calls for FY 2011**

Fire	66
EMS	1,110
Hazardous Condition	284
Service Call	559
Alarm Activations	1,017
Inspections	667

#### **Fire Prevention/Fire Alarm/Code Enforcement**

Fire Prevention continued its goals of public education, inspection, and heightened community awareness of fire safety. The Student Awareness of Fire Education (SAFE) program targets children ages 2.9 to 18 years old with demonstrations, station visits, and presentations that stress both fire and life safety behaviors. Explorer Post 99, a fire and EMS organization for young adults ages 14-21 was re-instituted in March of 2011. In addition to practical, hands-on training, members participate in various leadership and community service events. Seven Explorers have reached "operational status" allowing them to assist at emergency scenes. Recruitment of new members will continue during the school year.

"Workplace Fire Safety" has expanded to private, municipal, and public organizations with receipt of training on fire prevention, fire drills, and fire extinguisher use. The department continues to expand its goal of community-wide fire safety programs through lecture series, media participation, and submission of various public safety advisories. At risk populations including older adults received training and evaluation through fire drills dedicated to helping this core component of our community maintain a safe and independent lifestyle. Collaboration with other service organizations is critical to ensure efficiency of programming and included the Elder Safety Committee, Nantucket Suicide Prevention Coalition, Island Youth Network, and the Healthy Community Collaborative.



**Explorer Post 99 hosted a gathering for firefighters, parents, and advisers.  
That evening several members were promoted to "operational status".**

The current Town-operated Gamewell Fire Alarm System is 1800's technology (telegraph). The department has been working to upgrade to newer technology which can provide more information for the Fire Department upon alarm activation. All new commercial construction that is required will be placed on the new radio master box system. This new system will continue to expand while the old system will shrink due to other new technologies available to the public. It is the intention of the department to phase out the Gamewell System. This time period is still being determined and we are working with commercial property owners to insure a problem free change over to the new system.

Permits Issued FY 2011	
Above/Underground Tank Removal	47
Black Powder	1
Cannon	1
Clambake	8
COI inspections	241
Fire Alarm	10
Fireworks	2
Grill Permits	294
LP Tank	112
Oil Burner	35
Open Burning	35
Smoke/CO Detector	301
Sprinkler System Installation	1
Tank Truck Inspection	17
<b>Permit Total</b>	<b>1,108</b>

Inspections FY 2011	
Smoke Detector Inspections	249
Certificate of Occupancy Inspections	243
Fire Alarm Inspections	7
General Safety/Hazard Inspections	57
Sprinkler System Installation Inspections	8
Other Inspections	103
<b>Inspection Total</b>	<b>667</b>

### Special Achievements

Two full-time firefighters, Beau Barber and Shane Perry, graduated from the Massachusetts Firefighting Academy Class of 191 on June 24, 2011.

Call Deputy Chief of the Sconset Fire Department Nelson Eldridge, along call and permanent members of the Nantucket Fire Department, completed the renovation of the 1913 Sconset Hose Cart House. This adds an historic benefit to the Island for residents and visitors. Funding for this project was through the Community Preservation Committee.

The Nantucket Fire Department received delivery of one 500 gallon foam trailer along with an additional 500 gallons of Class B foam for fighting new type/ethanol fuel fires. The South Eastern Regional Planning and Economic Development District developed this grant program for the strategic placement of foam trailers throughout New England. This program is in response to municipal fire departments mutual aid programs and the difficulty in fighting new type/ethanol fuel fires.

Respectfully submitted,

Mark C. McDougall  
Fire Chief

## ***POLICE DEPARTMENT***

### DEPARTMENT OVERVIEW

The Nantucket Police Department is managed and directed by the Chief of Police, one Deputy Chief of Police and two Lieutenants. The department is composed of the Chief's Office and two divisions: the Administrative Support Division and the Operations Division. There are 33 full-time police officers assigned to the various police functions within the department. They are supported by nine non-sworn personnel assigned to records, information systems, and central dispatch.

### CAREER MILESTONES

#### Retirements

Frances Bassett retired after serving the community for over 23 years as a police dispatcher. We appreciate the years of service that she dedicated to Nantucket and wish her well in her future endeavors.

#### New Employees

- Douglas Landry, November 18, 2010, Police Officer

- Michael Cook, November 29, 2010, Police Officer
- Cassandra Thompson, April 25, 2011, Public Safety Dispatcher
- Megan Smith, April 25, 2011, Public Safety Dispatcher
- Michelle Malavase, April 25, 2011, Public Safety Dispatcher
- Kevin Dugan, April 25, 2011, Public Safety Dispatcher
- Hillary Ray, April 25, 2011, Public Safety Dispatcher
- Jessica Norris, May 16, 2011, Public Safety Dispatcher

### **Separations**

- Michael Lemenager, appointed June 15, 2007, separated October 4, 2010
- Richard Pacheco, appointed August 18, 2006, separated October 21, 2010
- Scott Quigley, appointed December 4, 2008, separated April 1, 2011
- Richard Aprea, appointed June 17, 2005, separated April 7, 2011
- David Mahoney, appointed June 15, 2007, separated May 25, 2011
- Kevin Dugan, appointed April 25, 2011, separated June 23, 2011

### **DEPARTMENT ACCOMPLISHMENTS**

- February 23, 2011: All police operations were moved into the new Public Safety Building.
- February 27, 2011: Members of the department in cooperation with the Nantucket Civic League hosted an open house with guided tours of the new Police Station for members of the general public.
- April 25, 2011: Phase I of the plan to implement a combined central dispatch facility was implemented when five civilian dispatchers were hired.
- May 12, 2011: The Volunteers in Policing (VIP) program was initiated when the first group of volunteers started training. This program is based on the best practices in policing as determined by the International Chiefs of Police Association.
- May 27, 2011: The department graduated 10 officers from the Crisis Intervention Training (CIT) program, initiating the NPD's participation in this nationally recognized effort to address mental illness in our communities.

### **FY 2012 GOALS**

- Implementation of a Citizens Police Academy designed to provide an opportunity for members of the community to become informed on the capabilities and duties of the Police Department.
- Expansion of the Volunteers in Policing Program. This would include recruiting more volunteers and expanding the range of duties that they may perform.
- Final implementation of the Public Safety 800 Mhz Radio System approved at the 2006 ATM. This will involve bringing all other Town departments that will share the system online.
- Implementing Phase II of the Central Dispatch Project. This will involve hiring a Communications Supervisor who will train the staff, develop protocols, and guide the police and fire departments to full implementation in FY 2013.

### **EMERGENCY MANAGEMENT**

During FY 2011, the Emergency Management Team mobilized to address only one major incident, Hurricane Earl. This incident allowed us to work with Massachusetts Emergency Management Agency (MEMA) officials who deployed an Urban Search and Rescue Team to the island prior to expected landfall.



The team took advantage of their deployment to survey the Island to identify the most vulnerable locations. This allowed emergency managers to adjust plans for future incidents to mitigate potentially hazardous situations from developing. We also were able to fully exercise the agreement with the American Red Cross during Hurricane Earl. For the first time in recent history the staffing and operating of the emergency shelter was handled by the Red Cross rather than tying up first responders from the Fire Department. For the first time emergency managers utilized the Town of Nantucket website to provide up-to-date information to interested citizens on the status of Town services related to the storm preparations.

The following chart provides a summary of the crime statistics generated over the past fiscal year and a summary of the revenues generated from the fees paid.

#### SUMMARY OF CRIME STATISTICS

ARRESTS	FY2008	FY2009	FY2010	FY2011
Drug Offenses	98	51	33	43
DWI Offenses	110	116	73	34
All Other Offenses	343	559	364	263
<b>Total Arrests</b>	<b>551</b>	<b>726</b>	<b>470</b>	<b>340</b>

PART 1 REPORTED CRIMES	FY2008	FY2009	FY2010	FY2011
Homicide	0	1	0	1
Rape (includes unfounded and included offenses)	12	12	7	4
Robbery	2	2	1	8
Assault	118	156	143	139
Burglary	66	58	114	52
Larceny	372	375	439	309
Auto Theft	16	17	12	12
Arson	1	0	0	2
<b>Total Part 1 Crimes</b>	<b>587</b>	<b>621</b>	<b>716</b>	<b>527</b>

OTHER OFFENSES	FY2008	FY2009	FY2010	FY2011
Weapons/carry/possess	5	3	2	7
Forgery	6	3	4	1
Property Reported Lost or Stolen	381	440	524	472
Property Damage – Vandalism	176	156	172	141
Drug Offenses Reported	46	58	83	54
Family Offenses – Domestic	157	166	103	88
General Police Services	17,030	19,085	20,973	19,165
Disturbance - Noise Complaints	622	549	530	485
Disturbance – General	466	443	309	251
Fish and Game Violations	42	69	48	37
Public Service	852	730	680	343
<b>Total Other Offenses</b>	<b>19,783</b>	<b>21,702</b>	<b>23,428</b>	<b>21,044</b>

MOTOR VEHICLE STOPS/CRASHES	FY2008	FY2009	FY2010	FY2011
Motor Vehicle Stops	4,367	2,533	2,331	1,928
Motor Vehicle Crash Reports	490	463	394	331
Motor Vehicle Fatalities	1	0	1	0

FEES COLLECTED	FY2008	FY2009	FY2010	FY2011
Beach Permits	\$350,900	\$303,454	\$360,525	\$386,760
FID/Pistol Permits	\$20,225	\$7,600	\$5,675	\$5,325
Taxi Permits	\$10,700	\$9,050	\$7,450	\$7,225
Parking Permits	\$31,260	\$38,865	\$43,540	\$82,837
Parking Fines	\$292,947	\$283,146	\$221,010	\$236,435
Alarm Registration Fees	\$79,375	\$166,064	\$123,150	\$26,922
All Other Fees	\$5,269	\$5,910	\$6,349	\$3,887
<b>Total Fees Collected</b>	<b>\$790,676</b>	<b>\$814,089</b>	<b>\$767,699</b>	<b>\$749,391</b>

It has been an honor to serve Nantucket as the Police Chief and Director of Emergency Management for the past six and a half years and to work with the many fine men and women of the Nantucket Police Department. As we move into the next year we will do so with an objective to better serve you.

Respectfully submitted,

William J. Pittman  
Chief of Police



## ***SCHOOL REPORTS***

### ***NANTUCKET PUBLIC SCHOOLS***

The 2010-2011 academic year was W. Michael Cozort's first year as the Superintendent of Nantucket Public Schools. His administrative team included: Glenn Field, Assistant to the Superintendent for Business; Joe Aguiar, Principal, Nantucket Elementary School (NES); Scott Meadows, Principal, Cyrus Peirce Middle School (CPS); John Buckey, Principal, Nantucket High School (NHS); Nancy Miller, Director, Special Services; Dave Kanyock, Facilities Manager; Pauline Proch, Director, Nantucket Community School; Chris Maury, Athletic Director; Karen McGonigle, Technology Director; and Michael Horton, District Data Coordinator.

Many challenges and opportunities were present and the administrative team and School Committee jumped right in and began tackling them in the summer. Two significant initiatives, Policy Development and Strategic Planning, were started immediately. The task force for Policy Development spent the entire year reviewing current policies and developing new ones that were required. All policies can now be found in a book in each school and on the District's website. We also spent the year developing a new, five-year Strategic Plan. Over 100 school and community representatives worked collaboratively to develop new vision and mission statements, a statement of beliefs, and identifying action plans in each of six focus areas. Our new vision and mission statements are following and our entire Strategic Plan can be found on our website.

**VISION:** In partnership with a caring community, Nantucket Public Schools will create a dynamic learning environment which engages each of us to be inspired learners and responsible citizens, prepared to meet global challenges.

**MISSION:** World Class Learning: We Learn, Grow and Care through Rigor, Relevance and Relationships.

During the year, the district formed a District Literacy Team and created a District Literacy Plan with the guidance of Mary Ellen Caesar from the Massachusetts Department of Literacy. Many staff members participated in professional development workshops on Cape Cod in January of 2011 through the Cape Cod Collaborative. Other district half-days focused on pre-k through 12 vertical alignment in all subject areas.

The school district also continues to cultivate relationships with local organizations and agencies: the Maria Mitchell Association, the Nantucket Historical Association, the Nantucket Builders' Association, Strong Wings, and other community organizations to provide students with enrichment opportunities. In addition, for the fourth year in a row the Nantucket Golf Club recognized the work of two outstanding educators: NHS History Teacher Steve Laredo and CPS Science Teacher Peg Davidson.

**School Enrollment Academic year 2010-2011 vs. 2009-2010:**

NHS	October 2010	393 students	October 2009	380 students
CPS	October 2010	286 students	October 2009	266 students
NES	October 2010	614 students	October 2009	587 students
TOTAL	October 2010	1,293 students	October 2009	1,233 students

#### **Enrollment by grade: Nantucket Elementary School**

	Pre Kindergarten	Kindergarten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Oct. 2010	25	96	96	90	107	96	104

#### **Enrollment by grade: Cyrus Peirce School**

	Grade 6	Grade 7	Grade 8
Oct. 2010	97	96	93

#### **Enrollment by grade: Nantucket High School**

	Grade 9	Grade 10	Grade 11	Grade 12
Oct. 2010	112	84	108	89

#### **Nantucket Public Schools MCAS Scores**

The Massachusetts Comprehensive Assessment System (MCAS) is the Commonwealth's state-wide assessment program, developed as part of the Education Reform Act of 1993. The focus of the MCAS is to evaluate students' knowledge of the Massachusetts Curriculum Frameworks. Every public school student, including students with disabilities, must participate in the MCAS. Furthermore, schools and districts must make Adequate Yearly Progress (AYP) in student performance on the MCAS as part of the No Child Left Behind Act (NCLB) of 2001. AYP targets are based upon the goal for grade level aggregates in grades 3-8 and grade 10 to attain a Composite Performance Index (CPI) score of 100 (proficient) in English Language Arts (ELA) and Mathematics by the year 2014. Students in grade 10 must earn a proficient score to earn a high school diploma. Retest opportunities are provided in grades 11 and 12 for students not earning a proficient score in the grade 10 test administration.

Students in grade 5 and 8 also participate in the science and technology/engineering assessment. Students in grades 9 and 10 have the option of choosing one science test in the areas of Biology, Chemistry, Introductory Physics, or Technology/Engineering to earn a proficient score to meet state graduation requirements. The state is also required to oversee Corrective Actions or Restructuring of schools and districts that do not meet their AYP goals for four consecutive years.

Highlights of Nantucket's achievements as a district in the 2010-2011 school year resulting from the MCAS given during the spring of 2011 are as follows:

- Nantucket High School continues to make Adequate Yearly Progress (AYP) in both English Language Arts (ELA) and Math.
- 93% of high school sophomores scored Proficient or higher for ELA. 73% scored Proficient or higher in Math.
- A review of groups of students moving through the schools shows that, over time, students improve their scores between grade 3 and grade 10.
- The NHS aggregate MCAS score in ELA was a 97.5, an improvement of 5.7 from 2010. This was the highest Composite Performance Index (CPI) the school has ever achieved. The score for math was an 89.1, an improvement of 3.1 from 2010. NHS continues to be on track to make the 100 aggregate target in 2014.
- CPS did not make AYP in ELA or math. The ELA scores declined by 1.7 points to 89.8. Math scores declined by 7.8 CPI points to a 69.7. Based upon consecutive year scores from FY 2010 to

FY 2011, CPS is labeled as Improvement Year 2 for its NCLB status in math, and has No Status for ELA.

- NES made AYP for ELA, but did not for math. ELA scores improved by 4.1 CPI points to an 81.1. Although NES made AYP in ELA, the school retains a Restructuring – Year 1 label for ELA. AYP must be achieved for two consecutive years to remove the status label and receive the positive No Status designation. NES math scores increased by 4.3 CPI points to a 76.4, but failed to make AYP. NES is labeled Restructuring – Year 2 for math by the Department of Elementary and Secondary Education (DESE).
- Due to improved scores at the high school and elementary school, the overall school district was raised to a Level 2 district by the state. Level 1 designates that the entire district is performing proficiently, while Level 5 may call for a state take-over or mandate to contract with an outside agency to turn the district around.

### **Nantucket High School**

Nantucket High School had a successful year filled with academic and athletic achievement. A record number of students achieved Principal's List status for earning all A's on their quarterly report card. Also, several students were recognized outside of NHS for their academic achievement, including two earning the opportunity to participate in the National Merit Qualifying Program. Our fine, applied, and performing arts programs supported our success and provided enrichment to our school and community. As a learning community, the faculty and staff spent the year working with our colleagues at Cyrus Pierce Middle School and Nantucket Elementary School in vertical, curricular articulation meetings. At NHS, the staff also devoted significant time reviewing our Master Schedule in order to maximize time on learning, increase selectivity for students and reduce stress on students and staff. Half credit elective courses continue to be popular and new classes are being proposed and implemented by the staff each year. 2010-2011 was the inaugural year for Digital Photo II, Spanish for Spanish Speakers II, Latin II, Creative Writing (working with the Nantucket Comedy Festival and ProjACK Comedy) and the return of Journalism (Nantucket Film Festival made a generous donation of computers and technology to this course, as well as a subscription to the New York Times for class use). Our School Council continued to monitor our progress with the school improvement plan, adding a communication goal. To that end, we developed and published a new quarterly newsletter, aptly named The Whaler Chronicle.

In June 2011, John J. Buckey, completing his third year as principal of Nantucket High School, led 89 graduates through graduation exercises, replete with a keynote address from Tom Scott, co-founder of Nantucket Nectars. The class of 2011 saw more than 80% of graduates continue on to some form of post-secondary education. Ashley Inglis, going on to Harvard University, and William Horyn, attending Villanova, were named Nantucket Golf Club Foundation scholars. As a result of the unending benevolence and generosity of our Island community, numerous other graduates received scholarship aid, which totaled in the hundreds of thousands of dollars.

### **Cyrus Peirce Middle School**

The 2010–2011 school year saw many changes at Cyrus Peirce Middle School. Scott Meadows joined the school district as principal of the middle school and sustained the school's focus on instruction.

The mission of Cyrus Peirce Middle School remains to prepare students to grow intellectually and socially in a supportive yet challenging environment and to provide them with 21st Century skills for success in high school and beyond. In order to carry out this mission the faculty and community stakeholders collaborated

early in the school year to assess current programs, identify areas of improvement, and establish goals that will help achieve those objectives. Overall strengths identified through the school improvement process characterized CPS as a strong student-centered middle school with a solid sense of community for all and a positive environment for students and the community.

Moving forward, staff and stakeholders continued to place instruction and increasing student achievement as the greatest priority. To that end, a scheduling committee was established to analyze the way the school day was organized to determine whether modifications could be made, while preserving the philosophy of middle education. Similarly, events and programs were developed throughout the school year to continue to increase the quality of the middle school experience.

The work of the scheduling committee proved fruitful. With input from faculty and the School Council, the committee was able to increase instructional time in the core academic areas for all grade levels. In addition, the SMART block was created to designate time in the day for student remediation and enrichment. The schedule was implemented during the 2011-2012 school year.

Transitions became a focus for the school, focusing on middle school students entering the sixth grade or leaving for high school. To build successful transitions, Cyrus Peirce Middle School created a Sixth Grade Registration Fair for parents to learn about the programs offered in middle school, along with the Jump Up Day as a way to orient incoming students to the building and the staff. The Jump Up Day also allowed the school the opportunity to partner with Nantucket organizations such as the Maria Mitchell Association and the UMass Field Station to provide meaningful supplemental educational experiences.

In addition to reaching out to community organizations, middle school staff worked to build relationships with its families through increased attendance at Principal's coffees and through informational activities such as the MCAS Potluck Dinner and the Registration Fair.

Throughout the school year, the work of our students and staff did not go unrecognized. Examples of excellence included eight seventh and eighth grade students selected to participate in the three week Advanced Studies in Leadership Program through Mass Maritime Institute and the selection of eighth grade science teacher, Peg Davidson, who received the Nantucket Golf Club Foundation's Excellence in Teaching Award.

### **Nantucket Elementary School**

2010-2011 was another busy year at Nantucket Elementary School. The administrative team and teachers continued with the half-day Wednesdays that provided the time necessary for the school to implement a variety of initiatives. Through collaboration and professional development the teachers: continued to embrace Responsive Classroom as the classroom management model for the school, continued to develop the standards-based report card, and implemented *Math Expressions* for the second year as the core math program.

Math and literacy coaches were added at NES to work directly with classroom teachers to strengthen instructional practices. Francie Baskett was hired as the school's *ISLE* program teacher for students with special areas of interest. A Literacy Selection Committee was formed of representatives from every grade level to evaluate core literacy programs and make a recommendation for adoption. The Houghton-Mifflin Program *Journeys* was selected and recommended for implementation beginning in the 2011-2012 year.

Nantucket Elementary School hired after-school MCAS tutors through Title I Supplemental Education Services funds. Students were selected based upon low MCAS performance.

Elementary school staff participated in Massachusetts Aggression Reduction Center bullying training. Teachers attended Response To Intervention (RTI) workshops funded by a state literacy grant under the direction of Dr. Christopher Parker from Ideal Consulting. The web-based data warehouse, AIMS web, was used to collect and analyze reading and math student performance data throughout the year. Teachers also participated in reading and writing professional development sponsored by the Southeast Region District and School Assistance Center.

NES created an Options Program in collaboration with the Walker Partnership designed to meet the needs of students diagnosed with emotional disabilities. This program provides the opportunity to receive a modified educational program on the Island.

Teachers continued to use AIMS web, a web-based data warehouse, to collect and analyze reading fluency and math computational data collected through-out the year.

### **Nantucket Community School**

The Nantucket Community School works collaboratively with Nantucket Public Schools. In 2010-2011 we worked with NES to establish an after school program for accelerated math learners. This was a wonderful addition to our already popular Arts and Discovery programs at NES. The Forsyth Dental program was replaced by Polished. The team at Polished includes the same caring, professionals that provide exams, sealants, and cleanings for free, and referrals to Island dentists for all three public schools, and this year branched out into offering exams to pre-school children. Homework Heroes at CPS continued to be popular; the program offers a space to study and complete homework before heading home. In addition, the Community School continued to provide a variety of children's programs such as Dance Works with classes being offered in Pre-Ballet, Ballet and Creative Movement with the addition of Tap and Hip Hop. Our summer camps continue to provide coverage for our summer families, as well as our year-round families for children pre-school through 13 years of age. Our sports camps this summer expanded to include Conditioning Camp, Field Hockey, Pitchers and Sluggers, Softball and Tennis. These were a nice addition to our already long standing sports camps such as Baseball, Basketball, Football, Gymnastics, Lacrosse and Soccer. Our indoor leagues were also expanded to include adult and student sessions for Volleyball and Basketball. Our partnership continues with ReMain Nantucket. Through this partnership we have the use of the Greenhound building downtown during the fall, winter and early spring. This enables us to provide adult daytime classes as well as weekend and evening programs. We continue with our English as a Second Language (ESL) classes, as well as a healthy choice of adult education to suit all needs, winter, spring, summer and fall.

Our Community Pool provided many opportunities for those young and old. The pool offers recreational, fitness, and learning experiences. We are open to the public for Adult Lap and Family Swim and offer a variety of membership options to the public. We continue to offer American Red Cross "Learn to Swim" classes for ages three and a half years old and up. Our public school students from grade three up to high school seniors had access to swim classes within their P.E curriculum. Our competitive youth swim team the Dolphins offers children ages five to eighteen, six months of a competitive experience in the Southeastern Massachusetts Swim League. The Community Pool is also the home to the Nantucket High School Varsity Swimming and Diving team. Our popular Aquacise and Hydrofitness program, offered to our adult swimmers, was well attended year-round three times a week.

## **Special Services**

The Special Services Department at Nantucket Public Schools is committed to an inclusion philosophy, in which children with special needs are integrated into our regular education classrooms and co-curricular activities whenever possible. This approach is not only mandated by the Department of Elementary and Secondary Education, but helps all of our students learn as a community of individuals with unique strengths and challenges. When special services are provided in classrooms, in our activities, and on our playing fields, all students benefit.

System-wide services for students, ages 3 – 22, include academic classroom support, behavioral classroom support, specialized instruction in individualized or small group settings, substantially separate programming for students with significant special needs, occupational therapy, speech and language therapy, physical therapy, parent consultation, counseling, social skills instruction, early intervention support, extended school year services, assessment and diagnosis.

Program focus areas during the 2010-2011 school year included the implementation of the Options Program at NES, and continued support for the Language-Based Learning Disabilities (LBLD) Program at CPS. The elementary school's Options program is a substantially separate, therapeutic classroom for students who have been identified with significant emotional and behavioral challenges. The program is designed for approximately five to eight students who will receive academic instruction, social skills development, counseling and intensive behavioral supports. Each student's program will be individually developed with opportunities to participate in regular education programming as much as possible. The district consulted with Walker Partnerships of Needham for assistance throughout the year as the program evolved and became established. The Special Services Department also continued its focus on the CPS Language-Based Learning Disabilities Program. This program provides meta-cognitive, language-based instruction for identified students both in the regular classroom and, as necessary, in small instructional groups. The District continued to work with Ann Larson of Landmark Associates for consultation and design.

Approximately 225 students were provided services through an Individualized Education Plan (IEP) during 2010-2011. This represents about 17.4% of our student body and is consistent with the state average.

## **Technology Department**

The Nantucket Public Schools technology department is responsible for all infrastructure, systems, applications, classroom tools, repair and maintenance, coordinating mandated state and federal data collection and reporting, and staff professional development in the use of these systems and applications. During the school year 2010-2011 the district purchased and began the implementation of a managed wireless network, migrated the email system to new hardware and upgraded to Exchange 2010 and purchased 24 SMART Boards with short throw projectors and wireless laptops. The new wireless network will cover nearly 100% of the NPS campus and provide sufficient bandwidth for the increasing use of wireless devices in the classroom such as tablets, laptops and netbooks. The SMART Boards were distributed to classrooms at all three schools. Staff technology professional development focused on the use of the SMART Boards, the district website application School Center and online resources such as MassONE, Google Docs, Thinkfinity and WGBH Teacher's Domain.

## **Facilities Department**

During the fall of 2010 and summer of 2011 work at the Nantucket High School included the installation and commissioning of a 100kW wind turbine, replacement of the pool water heating/treatment system,



renovation of the boy's High School Locker/Team Room, phone system upgrades for Voice over IP operation, and the replacement of existing duct smoke detectors with addressable units.

At the Cyrus Pierce Middle School work consisted of repairs and paint to the CPS façade and selected classrooms.

Work at the Nantucket Elementary School was primarily focused on the replacement of the last remaining rubberized flat roof sections (Gym and elementary). Additionally, repair and paint work were performed on the K – 2 Building Façade.

The Grounds Department upgraded its fleet to include a new mower and 4WD dump truck with plow and sander.

### **Special Recognition**

- Tom Rouillard (Facilities Support) retired after five years of service to the district.
- Joan Rouillard (Librarian) retired after nine years of service to the district.
- Margaret Potter, cafeteria staff, retired after 20 years of service to the district.
- Joanne Murphy, first grade teacher, retired after 21 years of service to the district.

We fully realize that facilities alone do not make a quality educational environment. We understand that in addition to raising our academic expectations for our students, we must also elevate the level of instruction. Behavioral standards must also be raised. Students must understand that their purpose in our schools is to learn and that interrupting this purpose for anyone is not acceptable. As educators, we know that this cannot be accomplished without the involvement and commitment of parents and the community at large. Everyone (students, faculty, administration and parents) must work collaboratively to improve our system. I thank you for the opportunity to be a part of the exciting changes taking place in our district and look forward to working with you toward our goal of continuous improvement.

Respectfully submitted,

W. Michael Cozort  
Superintendent of the Nantucket Public Schools

## COUNTY REPORT

### REGISTRY OF DEEDS

The Registry of Deeds is a recording office and research library for land transactions in Nantucket County. Instruments recorded in this office include deeds, mortgages, easements, liens, and subdivision plans. The public has access to all recorded land records dating back to 1659.

Our offices are located in the Town and County Building at 16 Broad Street. The recording office is open from 8:00 AM to 12:00 PM and from 1:00 PM to 3:45 PM. The two research offices are open from 8:00 AM to 4:00 PM.

Our statistical report for fiscal year 2011 is as follows:

- The total number of instruments recorded was 6,976.
- The total revenues received and disbursed was \$3,723,692.95

#### Revenues disbursed to the County were as follows:

Recording fees and copies	\$173,696.00
Interest	87.67
Minus bank charges	(114.00)
Other monies	-
Deeds Excise Fund <sup>1</sup>	572,683.30
<b>Total</b>	<b>\$746,352.97</b>

#### Revenues disbursed to the state were as follows:

Deeds Excise <sup>2</sup>	\$2,464,335.98
CPA Surcharge <sup>3</sup>	130,000.00
Technology Fee <sup>4</sup>	34,785.00
State Recording Fees <sup>5</sup>	348,219.00
<b>Total</b>	<b>\$2,977,339.98</b>

Our total number of instruments recorded increased 2.5% from last fiscal year. Our total revenues from recording fees increased 1.7% from last fiscal year. Our total revenues from Deeds Excise increased 15% from last fiscal year. (See superscript 2 below for definition of Deeds Excise).

<sup>1</sup>As a result of the state takeover of the Sheriff's office, beginning January 1, 2010 the Deeds Excise Fund is 10.625 % of total deeds excise revenue, divided as follows: County General Fund receives 60% and Registry of Deeds receives 40%. An additional 30.552% of total deeds excise, up to \$250,000 per fiscal year, is collected and dedicated to the Public Safety Facility.

<sup>2</sup>Deeds Excise is excise tax paid on the consideration of deeds and other instruments that transfer interest in property. As of January 1, 2010 the state Department of Revenue receives 89.365% and the County Deeds Excise Fund receives 10.625% (see above).

<sup>3</sup>The Massachusetts Community Preservation Act has both local and state funding components. A portion of the state funding is collected by the Registry of Deeds, and consists of a \$20 surcharge on filing fees. The state Department of Revenue receives these funds. These surcharges help pay for the acquisition, creation and preservation of open space for recreational use, the acquisition and preservation of historic places and the creation, preservation and support of community housing.

<sup>4</sup>Chapter 4 of the Acts of 2003 created the Technology Fund. The \$5 technology fee is charged on all filing fees. The state Department of Revenue receives this fee, which is to be used by the Registries for technology advances. The Technology Fund has been extended through June 30, 2016.

<sup>5</sup>Chapter 4 of the Acts of 2003 also raised the recording fees. The state Department of Revenue receives all the increased fees. These fees were generated to help raise revenue for the Commonwealth.

Accomplishments for fiscal year 2011 include the following:

- A new version of masslandrecords.com was tested and updated.
- All staff completed mandatory Conflict of Interest training through the State Ethics Commission.

Our goals for fiscal year 2011 are:

- To upgrade the computer system using Technology Fund Money.
- To move to the new version of masslandrecords.com.

Our current staff consists of Register Jennifer H. Ferreira, Assistant Register Kimberly A. Cassano, and Administrative Assistant Jessica Gage.

Respectfully submitted,

Jennifer H. Ferreira  
Register of Deeds

## ***TOWN AND COUNTY COMMITTEE/COMMISSION REPORTS***

### ***ABATEMENT ADVISORY COMMITTEE***

The three-member Abatement Advisory Committee meets monthly during the year and as required by the Tax Assessor during the tax-billing season.

As property assessments for the fiscal year 2011 had been adjusted to reflect the downturn in the economy, the volume of appeals also showed a noticeable reduction with just 342 real property applications filed. Comparatively, total applications received were 36.27% of the fiscal year 2010 total of 943. Meeting monthly during the statutory review period, the Committee was able to assist the Assessor in the timely review of these applications.

Respectfully submitted,

Judith A. Moran  
Chairwoman

### ***ADVISORY COMMITTEE OF NON-VOTING TAXPAYERS***

The purpose of the Advisory Committee of Non-Voting Taxpayers (ACNVT) is to convey to the governance of the Town of Nantucket the concerns of part-time Nantucket residents who vote in other jurisdictions. These residents of Nantucket pay approximately 80% of the residential real estate taxes collected by the Town.

During fiscal year 2011, six public meetings of the ACNVT were held beginning July 17, 2010 and ending June 25, 2011. During these meetings, the committee had the opportunity to hear from three members of the Board of Selectmen, the Town Manager, the president of the Cape and Islands Board of Realtors, and the Ad Hoc Fiscal Committee representative regarding issues facing the Town.

The committee worked diligently during the fiscal year and its members brought to the meetings reports of issues raised by the seasonal residents. For a two-way exchange directly between Town officials and seasonal residents, the committee also co-sponsored (with the Nantucket Community Association) a third Summer Forum which was open to the public.

The committee reviewed the following matters/issues brought to its attention:

- Pond and harbor water quality initiatives
- New beachfront homes
- Core district parking
- Wilkes Square development
- Budget problems – department review and cutbacks
- Affordable housing prospects
- Town alternative energy initiatives – utility, cell phone coverage, in-town bike path
- Wastewater Options issues

- Tax extension to seasonal vacation home rentals
- Rural fire protection
- Clean-up of water quality problem at the ponds

Respectfully submitted,

Howard N. Blitman, P.E.  
Chairman

### ***AFFORDABLE HOUSING TRUST FUND***

The Town of Nantucket Affordable Housing Trust Fund (AHTF) was established at the 2009 Annual Town Meeting when Nantucket voted to accept Massachusetts General Law Chapter 44, Section 55C. The powers and duties of the AHTF allow it to buy and sell real estate, borrow and lend money, develop and hold property, and all with the benefits of being under a municipal structure: insurance coverage, investment management and accounting, and other such administrative functions. Donations and gifts to the AHTF are fully tax deductible.

The AHTF is composed of nine members, five from the Board of Selectmen, three members at-large appointed by the Board of Selectmen, and one representative of the Nantucket Housing Authority. During fiscal year 2011, the following individuals served on the AHTF:

- Matthew McEachern, Chairman, At-large
- Fernando Esteban, Vice Chairman, At-large
- Charles Hughes, At-large
- Patricia Roggeveen, Board of Selectmen
- Rick Atherton, Board of Selectmen
- Michael Kopko, Board of Selectmen
- Whitey Willauer, Board of Selectmen
- Brian Chadwick, Board of Selectmen, succeeded by Robert DeCosta
- Linda Williams, Nantucket Housing Authority

The AHTF acquired 7 Surfside Road in August 2010, a small one bedroom home on a one-third of an acre commercially zoned parcel. In the immediate term, the house is rented to an affordable tenant. In the long term the AHTF is in the planning stages for future development of other small homes at the site. A design competition was held seeking site plan ideas. The goal is for up to four additional units.

The AHTF application for \$600,000 to the Community Preservation Committee for FY 2012 was not recommended for Town Meeting consideration although some funding was reallocated. A \$120,000 donation from an anonymous donor was received and staff negotiated a multi-year pledge of both cash and professional services from a local businessman in exchange for services performed related to a house moved from Brant Point. The AHTF accepted a donation of a former tax title property in Surfside from the Town which the Trustees have voted to sell and use the proceeds for programs and expenses.

In May 2011 the US Census Bureau's Boston regional office traveled to Nantucket and presented a three hour workshop mining the 2010 Decennial Census data. Nantucket has 11,618 total housing units of which

4,229 are occupied year round. The Nantucket Income Limits for 2011 released by HUD show that median income has increased by 13 percent over the prior year to \$101,900.

Respectfully submitted,

Susan Bennett Witte  
Housing Planner

#### ***BEACH MANAGEMENT ADVISORY COMMITTEE***

The Beach Management Advisory Committee continues its role as a forum for the public to bring forth beach issues to the Town and to advise the Board of Selectmen on any questions concerning beach practices. It also helps complete the annual review of the Beach Driving Map.

Because of a merger of various Town departments during this year, the committee voted to set monthly meetings during the summer months from May to September and to call other meetings when necessary throughout the year. During the off-season the Beach Manager, now the Natural Resources Coordinator, informs the committee regularly on issues and changes in the scope of work.

The committee continues to work with the Town officials on improving the flow of large crowds of holiday beachgoers to and from certain beaches and monitoring litter on those beaches when necessary.

The present members salute the long service of Tom Dickson who stepped down as a member in 2011.

Respectfully submitted,

Maureen Beck  
Chairman

#### ***CEMETERY COMMISSION WORK GROUP***

The Cemetery Commission Work Group was formed pursuant to the vote on Article 75 of the 2006 Annual Town Meeting. Members include Catherine Flanagan Stover, Chair; Alan Reinhard, Vice Chair; Liz Coffin; Bill Steelman; Diane Holdgate; Penny Snow; Carol Marks; Jim McIntosh; and Susan Handy.

The group is grateful for funds from the Community Preservation Committee. These funds are earmarked for continuing restoration work to be done at the Historic Town Cemeteries, and additional professional assessment of our burial grounds.

An article was placed on the 2010 Annual Town Meeting warrant requesting that a Home Rule Petition be filed with the Legislature in January of 2011 to create a separate cemetery commission for the Town of Nantucket. Representative Timothy Madden and Senator Dan Wolf filed the legislation and shepherded it through to its early approval by Governor Patrick in June of 2011. The Cemetery Commission will be responsible for selling rights of interment (grave lots and plots), maintaining the Town-owned cemeteries, and overseeing the operations thereof in conjunction with a Municipal Cemetery Department.

If anyone would like to share any information about any interment on Nantucket, or show us the exact location of your loved ones, or family lots, please contact me. We welcome any and all information, and will document all.

Respectfully submitted,

Catherine Flanagan Stover  
Chairman

### ***COMMISSION ON DISABILITY***

The Nantucket Commission on Disability represents and advocates for the needs and interests of the disabled community living on or visiting Nantucket Island. It is the goal of this commission for the disabled population to fully integrate and participate in the Nantucket Community. "Access for All" is the commission's objective. The commission worked to accomplish the following goals in the fiscal year 2011:

- Continued to work with the Town to improve access for disabled pedestrians on the sidewalks, crosswalks, and intersections throughout downtown and the surrounding areas.
- Continuation of the Disabled Parking Permit Program for disabled, Nantucket residents.
- Continue to communicate with Island businesses to raise accessibility awareness, and help them to improve access in their buildings.
- Work with the Building Department to ensure accessibility compliance of new and renovated commercial structures.
- Periodically provide information on services and products that may be helpful to the disabled, Nantucket population.
- Worked with the Steamship Authority and helped to create policies that would benefit disabled and elderly passengers. The commission also worked with the Steamship Authority to make changes in the vessels and terminals that would help disabled and elderly passengers safely access the terminals and vessels.

The commission has set several priorities for fiscal year 2012. The commission will continue to further the community's awareness of accessibility issues, and strive to improve day-to-day living for the disabled population on Nantucket. In addition to continuing our past objectives, the commission hopes to accomplish the following:

- Continue to develop a relationship with disability advocates on Martha's Vineyard and the Cape to discuss and collaborate on mutual accessibility concerns that involve the Islands and the Cape.
- Continue to help educate the Island's building industry in regards to accessibility concerns.
- Work with the Parks and Recreation department to create more outdoor, accessible, public recreation areas.
- Work with the Island's preservation groups to create more outdoor, accessible recreational areas.

Respectively submitted,

Milton C. Rowland  
Chairman

## COMMUNITY PRESERVATION COMMITTEE

In September 2000, the Commonwealth of Massachusetts enacted the Massachusetts Community Preservation Act (CPA). The CPA is the enabling statute that provides the authority for communities to establish a local Community Preservation Fund that derives its revenue primarily from a surcharge of up to 3% of the community's local property tax. In April 2001, Nantucket became one of the first communities to adopt this act. This landmark statute provides cities and towns with an additional tool to preserve open space, preserve historic buildings and sites, and provide affordable housing. At least 30% of the annual receipts are dedicated with 10% going to each category and the remaining 70% dedicated for one or more of these purposes in accordance with local priorities. The Act also establishes a statewide Community Preservation Trust Fund drawn from a surcharge of \$20 on most filings at the Registry of Deeds and land filings at the Land Court. These surcharges provide matching funds to communities and increase the dollars that can be spent on community preservation.

The Nantucket Community Preservation Committee (CPC) makes recommendations to Town Meeting for the acquisition, creation and preservation of open space, the acquisition and preservation of historic resources, the creation, preservation and support of affordable housing for the community, the rehabilitation or restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created. Since inception, more than \$24 million in CPA funding has been awarded to various Nantucket initiatives which have fallen more or less equally within the three areas of focus of the CPA as follows: 37% for affordable housing, 35.6% for historic preservation and 24% for open space and recreation. 3.4% was used for administration purposes.

In fiscal year 2011, the CPC reviewed, assessed and ranked 12 applications for CPA funding for fiscal year 2012. Funding for 13 projects, totaling \$2,439,000, was approved by the citizens of Nantucket at the 2011 Annual Town meeting as follows:

### Open Space, Conservation and Recreation

Town of Nantucket	
• Public access to open space acquisition fund for Properties, phase 3	\$150,000
Nantucket Land Council	
• Restoration of water quality in Head of Hummock Pond for years 1&2	\$75,561
Nantucket Parks and Recreation Commission	
• Creation of entry and parking for multi-use field complex on Nobadeer Farm Road Phase 3	\$300,068
<b>Sub total</b>	<b>\$525,629</b>

### Community Housing

Interfaith Council	
• Housing and rental assistance program	\$100,000
Housing Nantucket	
• Scattered site house recycling program	\$150,000
Habitat for Humanity Nantucket, Inc.	
• Construct new Habitat for Humanity house	\$200,000
Housing Assistance Corporation	
• Design and permitting of 50 unit development including infrastructure and	\$750,000



construction of 19 homes, Phase 1	
<b>Sub total</b>	<b>\$1,200,000</b>

#### Historic Preservation

Siasconset Union Chapel	
• Restoration of the exterior and interior, phase 1	\$175,000
Nantucket Atheneum	
• Preservation through digitization of all copies of the Inquirer & Mirror newspaper from 1821 to present	\$130,000
Nantucket Historical Association	
• Preservation of the interior and exterior Fire hose cart house	\$20,260
Town of Nantucket, Cemetery Commission Workgroup	
• Historic Newtown Cemetery restoration	\$40,000
Nantucket Dreamland Foundation	
• Reuse and repurposing of historic elements	\$255,000
<b>Sub total</b>	<b>\$620,260</b>

#### Administrative

Community Preservation Committee	
• Administrative and operating expenses	\$93,211

<b>Total</b>	<b>\$2,439,000</b>
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By the time that this report is printed, many of the above projects will be on their way to completion. Many more projects beckon in the future to preserve our precious community. The Community Preservation Act continues to offer a unique opportunity to fund community projects that would probably never be realized or take several years and significant financial burdens to complete.

Respectfully submitted,

Ken Beaugrand  
Chairman

#### ***NANTUCKET CULTURAL COUNCIL***

The Nantucket Cultural Council was allocated \$3,870 from the state to put towards local arts, humanities, and science based projects. There was \$1,348 left over as a result of several years of past allocations not being collected, therefore giving the Cultural Council \$5,218 for FY 2011 funding. There were 18 applicants and 13 grants approved: Woman's Chorus of Nantucket, Nantucket Community Music Center, Nantucket Arts Council, Friends of the Nantucket Public Schools, Nantucket Dreamland Foundation, Nantucket Island Academy of Music, Nantucket Ice, Linda Loring Nature Foundation, Artists Association of Nantucket, The Nantucket Lighthouse School, Inc., Montessori Children's House of Nantucket, Nantucket Lightship Basket Museum, and Nantucket Drama. \$5,218 was given to applicants from the \$5,418 of available funding.

Allocations have been reduced by the state over the last few years and \$3,870 is one of the lowest allocations to date. Council members include: Linda Sperry, John Belash, David Billings, Amy Jenness, John McLaughlin, and Jordana Fleischut.

Respectfully submitted,

Jordana Fleischut  
Chairman

### ***ENERGY STUDY COMMITTEE***

#### **Mission Statement**

- Report to the Board of Selectmen on energy related issues which may affect Nantucket's residential, commercial, and municipal electric users.
- Recommend policy or code amendments as appropriate.
- Evaluate and explore potential energy production for Nantucket as needed.
- Serve as a resource for information on renewable and sustainable energy technologies, energy conservation, and any energy related issues with relevance to Nantucket Island.

The Energy Study Committee meets monthly on the first Thursday of each month at 5:00 PM at the 2 Fairgrounds Road conference room. Additional meetings and workshops are held as needed.

The Energy Study Committee's webpage on the Town of Nantucket website is [http://www.nantucket-ma.gov/pages/nantucketma\\_planning/energycomm](http://www.nantucket-ma.gov/pages/nantucketma_planning/energycomm). The committee's comprehensive alternative energy projects website is <http://www.ackenergy.org>.

Respectfully submitted,

Anne Miller Kuszpa  
Chairman

### ***HARBOR AND SHELLFISH ADVISORY BOARD***

The Harbor and Shellfish Advisory Board (SHAB) is a seven member elected group whose mission is to advise the Board of Selectmen on the duties of the Harbormaster and Shellfish Warden and "other duties and responsibilities as may be necessary for the proper use and management of the water and shellfish of the Town of Nantucket."

SHAB continued to follow the progress on House Bill H796, which would further regulate the Striped Bass fishery and would end commercial fishing for Striped Bass in Massachusetts waters. In the end, no action was taken on this bill.

On the local front, SHAB helped to develop a revised set of procedures for the awarding of shellfish aquaculture leases in Town waters, and provided recommendations to the Marine Department and the

Board of Selectmen on shellfish lease applications. SHAB received periodic reports from the Town Shellfish Biologist about shellfish propagation efforts, and also received reports on various research programs being conducted in Town waters.

SHAB continued to be concerned with water quality in the harbors and expressed concern to the Board of Selectmen that the final results were not forthcoming from the analysis lab for nearly a year. SHAB also recommended the sewerage of Monomoy as soon as possible. Throughout the year, SHAB monitored the development of fertilizer use guidelines and the development of a Best Practices Manual being carried out by the Article 68 Work Group. Dr. Boyce and Wendy McCrae continued as SHAB representatives to the Article 68 Work Group. Dr. Boyce and Doug Smith are SHAB representatives to the Shellfish Management Plan Committee.

SHAB monitored the Propagation Fund budget and awarded \$3,100 to Dr. Stephen Estabrooks for research on internal organs of the scallop. In August the Board received a 2010 Clean Harbor award from Nantucket Community Sailing.

Respectfully submitted,

Dr. Peter Boyce  
Chairman

#### ***NANTUCKET HISTORICAL COMMISSION***

Members of this commission are Diane Coombs, Caroline Ellis, Phil Gallagher, Paul Nicholson, and Deborah Timmermann.

The Historical Commission, charged under Massachusetts General Law Chapter 40, Section 8d, has a mission to promote the preservation and protection of historic and prehistoric sites, landscapes, buildings, places, and districts of interest through the coordination and development of studies, plans and guides. The commission continues to work towards better implementation of existing criteria for historical preservation of buildings and land/archeological sites, and works towards creating new criteria for further preservation efforts on Nantucket.

The commission is concentrating on education to instill an awareness of the value in keeping interiors of structures intact as well as the exterior, and to work with homeowners and commercial building owners in guiding them in the process of placing interior restrictions on their homes. We participated in Preservation Month with a guided tour of the historic interior of the Pacific National Bank.

Respectfully submitted,

Deborah Timmermann  
Chairman

## ***ROADS AND RIGHT OF WAY COMMITTEE***

The vision of the Roads and Right of Way Committee is to preserve access to Nantucket's public and private lands, including our harbors, coastline, ponds, moors, conservation lands, and historical sites. Access is one of the greatest gifts the Town of Nantucket can protect for our current and future citizens.

Our Mission is to review any issues concerning the status of access over public and private roads, rights of way, abutters ways, proprietors roads, footpaths and any other ways throughout Nantucket County, and to make recommendations to the Board of Selectmen/County Commissioners to ensure and improve public access over them.

During FY 2011 the Roads and Right of Way Committee completed the installation of a second set of 12 granite "public way" monuments to mark public ways across the Island, with a total of 24 new monuments installed. In addition, we have located a number of overgrown concrete "public way" monuments installed during the 1970's. Location of these monuments will be mapped, filed with the Town Clerk, and posted on the committee's website.

The committee also worked with Transportation Planner Mike Burns to design a route from the end of the Prospect Street bike path to the Madaket Road bike path. Presently, pedestrians and bicycles must share this busy and narrow stretch of roadway along Prospect Street and Quaker Road with cars and trucks. No sidewalks exist along much of this route. The committee views this as one of the most dangerous right-of-ways on Island.

During the fiscal year the Sconset Foot Path Subcommittee, co-chaired by Harvey Young and D. Anne Atherton, presented a final report with recommendations for maintenance, management, and taking five of the lateral abutters ways providing clearer access to the Sconset Foot Path. The recommendations, when implemented, will resolve long-standing issues concerning this important historical public way along the bluff at Sconset.

The committee applied for and received a \$50,000 Community Preservation Committee grant for a Nantucket open space/public access initiative. This grant will be used to further improve public access to the Island's open space and conservation lands open to the public. Projects include development of a greenway system of trails linking open space and conservation lands with additional trail loops throughout the Island, and a study to see if any remaining public ways or landings may exist from prior takings that were uncompleted and early Proprietor set offs, similar to a project undertaken in 1975.

Granite monuments and signs have been installed from Union Street through the Great Harbor Yacht Club property to the harbor beach as part of its Chapter 91 requirement to provide public access. Our committee oversaw the completion of this important project.

For the coming year, our committee will focus on improving safety and public access along First Way from Hooper Farm Road to the schools and developing a sidewalk from Prospect Hill to Vestal Street as a first step in providing a pedestrian link connecting the Madaket and Surfside bicycle paths. This will be part of our Nantucket Town Sidewalk Project, which will include identifying the major sidewalk gaps in the Town's sidewalk system. We will also develop our open space/public access initiative.

These projects are part of our Right of Way Improvement Plan, a guide as we work to clarify and improve the public's right to access Nantucket's lands. Our committee has a presence on the Town's website [www.nantucket-ma.gov](http://www.nantucket-ma.gov) under committees, on which can be found minutes of our meetings, the Right of Way Improvement Plan, "A History of Roads and Ways. . ." and other reports and information. Our meetings are open to the public and usually held on the third Tuesday of each month at 2 Fairgrounds Road at 4:00 PM.

Respectfully submitted,

Allen B. Reinhard  
Chairman



## **SCHOLARSHIP COMMITTEE**

The Town of Nantucket Scholarship Committee derives its income from donations through tax bills each year. The committee appreciates taxpayer commitment to the Town of Nantucket Scholarship Fund and looks forward to generous support in order that individuals may continue their post high school educations. Awards provided by the committee are given to Nantucket residents returning to school after long absences, college students seeking post-graduate studies, current college undergraduates, and students just starting their college careers based on the needs of the individuals and their academic achievements.

Twice a year when tax bills are sent out, a form is included to allow for donations. Any amount is greatly appreciated. Unlike scholarships given by the Nantucket High School to graduates, this committee is solely funded through the generosity of the taxpayers.

The following scholarships were awarded in fiscal year 2011:

Parinda Darden	Connecticut College	\$500
Rosemary Glidden	University of Maine/Farmington	\$500
Melissa Holdgate	University of Rhode Island	\$500
Cody Penotte	Smith College	\$500
Kristie Flaherty	Simmons College	\$300
Emma Pykosz	University of Vermont	\$300
James Rhodes	Boston University	\$300
Anthony Ricketts	Mount Ida College	\$300
Matthew Anderson	Plymouth State University	\$250
Christopher Bell	Massachusetts Maritime Academy	\$250
Colin Carr	Wentworth Institute of Technology	\$250
Bram Daley	Elon University	\$250
Alexandra Kopko	Marymount Manhattan College	\$250
Jesse Lang	Mount Holyoke College	\$250
Kadeem McCarthy	Connecticut College	\$250
Drew Moore	Manhattanville College	\$250
Georgina Morley	Ithaca College	\$250
Helen Morley	Ithaca College	\$250
Jamison Viera	Salve Regina University	\$250
William Trott Jr. (Thomas F. Curley Scholarship)	Johnson and Wales University	\$1,000

Respectfully submitted,

Jeanette Topham  
Chairman

## COMPENSATION REPORTS

The following amounts represent gross compensation for full and part-time employees of the Town and County for the 2011 calendar year. The figures include base pay and shift differentials. Overtime, longevity, certification pay, educational benefits and merit pay have been separated out. Third party detail has also been separated out and is paid by a third party.

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL paid by 3rd party</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION PAY</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
AGUIAR, MATTHEW	54,107.76		2,667.63					AIRPORT	56,775.39
ALLEN, GARRETT	74,890.07		1,226.83	2,099.80				AIRPORT	78,216.70
BAYARD, MICHELE	3,150.00							AIRPORT	3,150.00
BELL, PAMELA	99,026.97			5,011.90				AIRPORT	104,038.87
BUCKLEY, BLAINE	85,393.79		15,538.03	2,384.93				AIRPORT	103,316.75
BUSH, ROBERT	12,200.25		3,576.78					AIRPORT	15,777.03
CALDERON, ANGEL	8,360.00							AIRPORT	8,360.00
CROOKS, DEBRA	84,655.02		7,546.15	2,517.30				AIRPORT	94,718.47
CUNNINGHAM, THOMAS	6,762.25		887.25					AIRPORT	7,649.50
DAVIS, JOHN	68,990.13		4,807.72	2,731.46				AIRPORT	76,529.31
DUNHAM, MATTHEW	44,093.53		2,307.34					AIRPORT	46,400.87
ENCARNACION SANTANA, DIEGO	11,402.00							AIRPORT	11,402.00
ENCHEV, PETAR	11,985.20		5,044.14					AIRPORT	17,029.34
FALCONER, ADDISON	57,539.25		11,711.34					AIRPORT	69,250.59
FOWLER, PETER	69,805.66		566.18	2,048.59				AIRPORT	72,420.43
FRANKLIN, GLYNN	1,324.81							AIRPORT	1,324.81
GENOV, PETAR	11,162.70		2,189.25					AIRPORT	13,351.95
GRANGRADE, JOHN	82,583.18		4,898.88	3,974.88				AIRPORT	91,456.94
HANSON, LARA	22,915.38		1,500.91					AIRPORT	24,416.29
HARDY, JANE	8,445.00							AIRPORT	8,445.00
HARMON, PRESTON	80,167.87		18,034.68	1,498.85				AIRPORT	99,701.40
HEINTZ, LEISA	73,813.37		2,734.03	2,160.70				AIRPORT	78,708.10
HOLDGATE, ROBERT	71,544.80		807.89	1,399.84				AIRPORT	73,752.53
KIEFFER, KRISTIAN	68,323.93		2,179.01	1,359.50				AIRPORT	71,862.44
KING, BRUCE	71,335.88		7,217.15	2,048.59				AIRPORT	80,601.62
LIBURD, LEONARD	69,435.56		3,625.96	2,048.59				AIRPORT	75,110.11
MACK, CATHERINE	55,924.19		3,229.26	1,101.54				AIRPORT	60,254.99
MARKS, JEFFREY	121,586.48			4,922.93				AIRPORT	126,509.41

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
MCGRATH, WILLIAM	16,689.22							AIRPORT	16,689.22
MOONEY, TIMOTHY	73,990.90		13,588.82	1,373.63				AIRPORT	88,953.35
MUHLER, TED	68,409.13		3,726.73	2,048.59				AIRPORT	74,184.45
NELSON, SHANROY	56,003.73		10,396.00					AIRPORT	66,399.73
O'NEIL, MICHAEL	72,318.88	360.00	2,310.90	2,100.38				AIRPORT	77,090.16
PACHECO, EDUARDO	7,258.88		1,387.88					AIRPORT	8,646.76
PARTIDA, JORENE	60,158.74							AIRPORT	61,376.63
PEREZ, DAISY	4,901.25			1,217.89				AIRPORT	4,901.25
PETERSON, ALFRED	146,222.57							AIRPORT	146,222.57
PETROV, PETAR	10,532.05		1,606.50					AIRPORT	12,138.55
PIHL, EMILY	6,799.50							AIRPORT	6,799.50
PINEDA, NOE	68,299.46		3,720.37	1,325.79				AIRPORT	73,345.62
SMITH, BENJAMIN	5,600.00		855.75					AIRPORT	6,455.75
SMITH, THERESA	121,586.48			6,153.66				AIRPORT	127,740.14
SPENCE, DURAND	9,480.00							AIRPORT	9,480.00
SPENCE, NOLAN	16,592.88		676.16					AIRPORT	17,269.04
STOYANOV, TOMA	10,795.45		2,273.25					AIRPORT	13,068.70
SYLVIA, DAVID	105,538.38			5,341.44				AIRPORT	110,879.82
TALLMAN, ROBERT	95,083.64			1,917.99				AIRPORT	97,001.63
TAYLOR, YOLANDA	60,532.86			1,184.56				AIRPORT	61,717.42
TORMAY, JOSEPH	20,549.67		1,968.08					AIRPORT	22,517.75
TORRES, JANINE	95,198.08			1,927.24				AIRPORT	97,125.32
TOWNSEND, JOSEPH	11,347.73		1,369.34					AIRPORT	12,717.07
TYLER, PATRICIA	50,313.34		1,258.93					AIRPORT	51,572.27
WELLINGTON, FREDERICK	71,514.71		11,615.17	1,319.97				AIRPORT	84,449.85
WHEELER, JACK	27,375.05							AIRPORT	27,375.05
WILSON, CHRISTOPHER	1,964.60							AIRPORT	1,964.60
MCLAUGHLIN, JOSEPH	600.00							BOARD OF ASSESSORS	600.00
MORAN, JUDITH	600.00							BOARD OF ASSESSORS	600.00
RANNEY, H FLINT	600.00							BOARD OF ASSESSORS	600.00
BARRETT, ANNE	64,627.20			1,912.61				CODE ENFORCEMENT	66,539.81
BARTLETT, BERNARD	72,581.63				330.00			CODE ENFORCEMENT	72,911.63
BUTLER, STEPHEN	96,713.70			4,269.11	520.00			CODE ENFORCEMENT	101,502.81
CIARMATARO, WILLIAM	73,451.28			1,837.76				CODE ENFORCEMENT	75,289.04
CROWLEY, ARTELL	83,576.82			4,158.43	1,560.00			CODE ENFORCEMENT	89,295.25
GRIEDER, JAMES	69,609.53			2,033.98				CODE ENFORCEMENT	71,643.51
HULL, KAREN	62,992.18			1,805.36				CODE ENFORCEMENT	64,797.54



<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
LAFAVRE, KATHLEEN	65,083.42			1,269.50	700.00			CODE ENFORCEMENT	67,052.92
LARRABEE, WILLIAM	66,525.81							CODE ENFORCEMENT	66,525.81
NICHOLSON, JEFFREY	825.00							CODE ENFORCEMENT	825.00
NOLL, ALAN	57,208.37				40.00			CODE ENFORCEMENT	57,248.37
PATERSON, THOMAS	615.00							CODE ENFORCEMENT	615.00
RAMOS, EDMUND	1,815.00							CODE ENFORCEMENT	2,085.00
RAY, RICHARD	114,157.26		270.00					CODE ENFORCEMENT	120,696.12
ROSS, HENRY	14,904.00			4,978.86	1,560.00			CODE ENFORCEMENT	14,904.00
SILVERSTEIN, MARCUS	81,068.77			2,399.37				CODE ENFORCEMENT	83,468.14
SWAIN, JOSEPH	2,505.00							CODE ENFORCEMENT	2,505.00
VOIGT, MARK	90,756.44			2,700.23	520.00			CODE ENFORCEMENT	93,976.67
MCDONOUGH, BRENDA	6,872.25							COMMISSION ON DISABILITY	6,872.25
RICHEN, NEVILLE	31,815.00							COMMUNITY PRESERVATION	31,815.00
STOKES-SCARLETT, GLENA	3,585.00							COMMUNITY PRESERVATION	3,585.00
ABCUNAS, MICHAEL	6,695.00	2,193.00	196.88					COMMUNITY SERVICE OFFICER	9,084.88
CLARK, KYLE	6,480.00	930.00	202.50					COMMUNITY SERVICE OFFICER	7,612.50
CRUGNALE, NICHOLAS	8,192.00	4,308.00	570.00					COMMUNITY SERVICE OFFICER	13,070.00
DAVIS, MARIA	22,373.50							COMMUNITY SERVICE OFFICER	22,373.50
EAGAN, CASEY	7,440.00	1,842.00	292.50					COMMUNITY SERVICE OFFICER	9,574.50
EAGER, BRITTANY	7,800.00	3,114.00	213.75					COMMUNITY SERVICE OFFICER	11,127.75
GLENNY, ANDREW	6,480.00	1,644.00	326.25					COMMUNITY SERVICE OFFICER	8,450.25
GOMES, CAIO	6,525.00	1,470.00	337.50					COMMUNITY SERVICE OFFICER	8,332.50
GUERRA, EDGARD	8,760.00	2,505.00						COMMUNITY SERVICE OFFICER	11,265.00
HALE, ROBIN	6,528.00	2,709.00	306.00					COMMUNITY SERVICE OFFICER	9,543.00
HENDERSON, EDWARD	6,240.00	1,290.00	270.00					COMMUNITY SERVICE OFFICER	7,800.00
KELLY, CHRISTOPHER	7,135.00	2,940.00	276.00					COMMUNITY SERVICE OFFICER	10,351.00
LOUD, STEVE	6,240.00	2,071.50	157.50					COMMUNITY SERVICE OFFICER	8,469.00
MAILLOUX, CURTIS	6,528.00	1,476.00	168.00					COMMUNITY SERVICE OFFICER	8,172.00
MARTELLI, ANGELA	19,783.75	7,677.75	590.63					COMMUNITY SERVICE OFFICER	28,052.13
MURPHY, COLLEEN	7,391.00	1,830.00	168.00					COMMUNITY SERVICE OFFICER	9,389.00
MURPHY, GERALD	7,135.00	2,736.00	342.00					COMMUNITY SERVICE OFFICER	10,213.00
NAGLE, KEVIN	6,360.00	2,022.00	196.88					COMMUNITY SERVICE OFFICER	8,578.88
O'BRIEN, STEPHEN	16,512.25	4,017.75	153.75					COMMUNITY SERVICE OFFICER	20,683.75
PORTER, RYAN	7,711.00	2,742.00	180.00					COMMUNITY SERVICE OFFICER	10,633.00
RICE, BRANDON	6,784.00	1,632.00	210.00					COMMUNITY SERVICE OFFICER	8,626.00
SHAW, JOSHUA	28,560.50	15,197.25	204.00					COMMUNITY SERVICE OFFICER	43,961.75
SIBLEY-LIDDLE, JOSHUA	7,424.00	1,333.50	318.00					COMMUNITY SERVICE OFFICER	9,075.50

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
TORRES, ANDREW	7,040.00	1,284.00	348.00					COMMUNITY SERVICE OFFICER	8,672.00
VAUGHN, ASHLEY	4,352.00	558.00	216.00					COMMUNITY SERVICE OFFICER	5,126.00
WILLIAMSON, SEAN	6,784.00	2,364.00	210.00					COMMUNITY SERVICE OFFICER	9,358.00
ROGGEVEEN, DIRK	46,604.43				170.00			CONSERVATION COMMISSION	46,774.43
APTHORP, KENNETH	12,596.25		731.25					DEPT OF PUBLIC WORKS	13,327.50
BATCHELDER, HARTLEY	45,821.24		2,597.28		1,023.51			DEPT OF PUBLIC WORKS	49,442.03
BOUCHER, PAUL	68,981.60		6,951.15		2,099.54			DEPT OF PUBLIC WORKS	78,032.29
Braginton-Smith, John	69,984.28		9,193.07		2,094.56			DEPT OF PUBLIC WORKS	81,271.91
BUZANOSKI, KARA	27,000.00							DEPT OF PUBLIC WORKS	27,000.00
CLARKSON, PAUL	68,366.60		6,341.40		1,371.78			DEPT OF PUBLIC WORKS	76,079.78
CRANE, ANNE MARIE	61,109.76		3,355.13		1,186.74			DEPT OF PUBLIC WORKS	65,651.63
DECKER, RICHARD	55,790.60		9,276.17		1,092.66			DEPT OF PUBLIC WORKS	66,159.43
DRISCOLL, CAROL	10,883.20							DEPT OF PUBLIC WORKS	10,883.20
DUARTE, DOMINIC	67,893.60		3,438.99		3,741.63			DEPT OF PUBLIC WORKS	75,074.22
GARY, WILLIAM	64,565.60		5,727.93		3,235.44			DEPT OF PUBLIC WORKS	73,528.97
HAMMOND, KENNETH	57,512.02		1,264.99		2,879.36			DEPT OF PUBLIC WORKS	61,656.37
HILL, CHRIS	8,520.00							DEPT OF PUBLIC WORKS	8,520.00
JONES, BROOKS	8,584.00		672.00					DEPT OF PUBLIC WORKS	9,256.00
MARKS, TRISTRAM	52,873.61		1,162.97		1,584.79			DEPT OF PUBLIC WORKS	55,621.37
MARQUES, JOHN	57,512.04		145.16		2,879.76			DEPT OF PUBLIC WORKS	60,536.96
MASTERSON, TIMOTHY	50,453.72		1,328.64		1,121.83			DEPT OF PUBLIC WORKS	52,904.19
MCCOLL, JAMES	8,640.00							DEPT OF PUBLIC WORKS	8,640.00
MCCOLL-HOLDGATE, DIANE WB	77,727.01				3,631.32			DEPT OF PUBLIC WORKS	81,358.33
MCKENZIE, HENDY	56,627.20		228.11		1,133.82			DEPT OF PUBLIC WORKS	57,989.13
MOONEY, SHAWN	42,066.03		2,185.41					DEPT OF PUBLIC WORKS	44,251.44
NABULSI, MARIE	15,977.90							DEPT OF PUBLIC WORKS	15,977.90
NABULSI, MOHAMED	114,144.88				5,649.78			DEPT OF PUBLIC WORKS	121,354.66
OTTISON, ALBERT	49,843.04		23.19		3,923.21			DEPT OF PUBLIC WORKS	53,789.44
RAY, LAWRENCE	64,912.68		3,756.78		1,953.97			DEPT OF PUBLIC WORKS	70,623.43
SYLVIA, RAY	57,525.84		269.59		2,306.89			DEPT OF PUBLIC WORKS	60,102.32
WILLETT, JEFFREY	50,529.84							DEPT OF PUBLIC WORKS	50,529.84
WILLIAMS, SCOTT	46,601.92		4,765.99					DEPT OF PUBLIC WORKS	51,367.91
WRIGHT, ANDRIC	8,328.00		576.00					DEPT OF PUBLIC WORKS	8,904.00
Altreuter, Margaret	45,406.50		1,568.36					FINANCE	46,974.86
BROWN, ELIZABETH	80,633.63				1,594.65			FINANCE	82,748.28
BUTLER, PAMELA	70,671.72				2,818.83			FINANCE	73,490.55
DICKINSON, ROBERT	81,460.49				1,570.65			FINANCE	83,031.14

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
DILUCA, MAUREEN	65,381.52			2,591.80	520.00			FINANCE	68,493.32
DILWORTH, DEBORAH	94,620.77			4,585.15				FINANCE	99,205.92
ERICHSEN, THOMAS	39,105.14				130.00			FINANCE	39,235.14
FLANAGAN, ELIZABETH	58,911.23			1,149.99				FINANCE	60,061.22
GILES, PATRICIA	47,822.68			924.56				FINANCE	48,747.24
HILTS, WANDA	75,960.35			7,222.06				FINANCE	83,182.41
LAPIENE, ROBIN	53,108.04							FINANCE	53,443.28
LARIVEE, IRENE	95,127.28		335.24					FINANCE	95,127.28
LEWIS, KRISTA	71,427.22			2,158.42	520.00			FINANCE	74,105.64
MACDONALD, LINDA	53,964.47		165.72					FINANCE	54,130.19
MANNINO, MATTHEW	3,673.60							FINANCE	3,673.60
MURPHY, PATRICIA MARY	63,785.87			2,577.89	520.00			FINANCE	66,883.76
PALMER, DEBORAH	34,230.40							FINANCE	34,230.40
RICHEN, KATHLEEN	74,802.30			2,950.85				FINANCE	77,753.15
TRIFERO, ELLEN	71,361.56			3,477.03	520.00			FINANCE	75,358.59
WATSON WEINER, DEBORAH	86,594.06			2,495.88				FINANCE	89,089.94
ALLEN, JEFFREY	71,170.92		7,689.16	2,090.70	5,200.00			FIRE	86,150.78
ALLEN, JOHN	69,021.84	160.00	9,998.79	1,301.99	1,040.00			FIRE	81,522.62
BARBER, BEAU	44,490.72	1,420.00	10,389.34		440.00			FIRE	56,740.06
BARBER, NATHAN	71,943.16	2,080.00	24,914.13		2,430.00			FIRE	101,367.29
BATES, ROBERT	101,582.42	1,040.00	33,309.71	4,868.26	4,680.00			FIRE	145,480.39
BEAMISH, CHRISTOPHER	67,256.05	880.00	16,662.83	1,243.46				FIRE	86,042.34
CAVANAGH, PETER	70,372.56	900.00	11,354.24	1,321.72	1,560.00			FIRE	85,508.52
DIXON, MATTHEW	89,668.51	3,020.00	22,917.97	2,488.07	3,570.00			FIRE	121,664.55
ELDRIDGE, EARL	73,808.98	900.00	11,515.87	3,579.17	3,640.00			FIRE	93,444.02
HANLON, FRANCIS	89,958.14	1,260.00	17,326.75	3,410.55	5,200.00			FIRE	117,155.44
HOLDEN, THOMAS	96,116.70		33,013.58	4,543.73	2,080.00			FIRE	135,754.01
HULL, JEANETTE	73,324.91		211.74	2,932.69	1,560.00			FIRE	78,029.34
KYMER, CHARLES	72,854.04	4,820.00	27,405.27	1,364.02	4,760.00			FIRE	111,203.33
MAXWELL, EDWARD	110,400.02			4,498.93	4,160.00			FIRE	119,058.95
MCDUGALL, MARK	113,424.00			5,731.52		1,560.00		FIRE	120,715.52
MITCHELL, SEAN	66,502.01	1,040.00	8,983.71	1,213.35	3,589.92			FIRE	81,328.99
MONACO, SHAWN	70,052.09	1,600.00	14,628.58	1,927.47	1,560.00			FIRE	89,768.14
MURPHY, STEPHEN	92,707.45	340.00	21,632.06	4,276.49	5,200.00			FIRE	124,156.00
PEKARCIK, DAVID	65,472.19	880.00	11,593.15		2,080.00			FIRE	80,025.34
PERRY, SHANE	42,531.18	1,960.00	17,426.33		760.00			FIRE	62,677.51
RAY, CHRISTIAN	74,581.06	4,920.00	34,853.49	2,076.21	3,120.00			FIRE	119,550.76

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
RAY, COREY	69,092.76	1,480.00	13,993.61	1,294.20	1,560.00			FIRE	87,420.57
SHANNON, ELIZABETH	94,494.59	360.00	17,398.92	2,716.89	5,200.00			FIRE	120,170.40
ANDERSEN, SYBILLE	1,030.00							FIRE CALL	1,030.00
BENCHLEY, ROBERT	985.00							FIRE CALL	985.00
CHADWICK, JARED	250.00	180.00						FIRE CALL	430.00
DAGESSE, KRISTINA	295.00	1,080.00						FIRE CALL	1,375.00
ELDRIDGE, BRANDON	955.00							FIRE CALL	955.00
ELDRIDGE, GERALD	1,905.00							FIRE CALL	1,905.00
ELDRIDGE, NELSON	6,800.00							FIRE CALL	6,800.00
FINCH, MARINA	5,950.00	940.00						FIRE CALL	6,890.00
GAUVIN, NORMAN	320.00							FIRE CALL	320.00
GRAY, BRIAN	145.00							FIRE CALL	145.00
GRAY, DAVID	365.00							FIRE CALL	365.00
GULLICKSEN, KENNETH	445.00							FIRE CALL	445.00
HARDY, RALPH	225.00							FIRE CALL	225.00
HAYNES, DANIEL	185.00							FIRE CALL	185.00
HOLLAND, CHRISTOPHER	1,225.00							FIRE CALL	1,225.00
MACAULEY, DANIEL	1,705.00	160.00						FIRE CALL	1,865.00
MOFFITT, CAROL	520.00							FIRE CALL	520.00
NICHOLAS, MAX	5,090.00							FIRE CALL	5,090.00
O'NEILL, MEAVE	30.00							FIRE CALL	30.00
PATERSON, NEIL	460.00							FIRE CALL	460.00
RAMOS, KEVIN	20,615.67	240.00	4,929.18					FIRE CALL	25,784.85
RAMOS, ROBERT	150.00							FIRE CALL	150.00
RAMOS, SHERYL	317.50							FIRE CALL	317.50
SMITH, JARED	745.00	160.00						FIRE CALL	905.00
VOLLANS, GEORGE	380.00							FIRE CALL	380.00
VOLLANS, JONATHAN	70.00							FIRE CALL	70.00
WEBB, RYAN	7,987.00	360.00						FIRE CALL	8,347.00
PERRIS, PATRICIA	89,729.60			1,772.72				HUMAN RESOURCES	91,502.32
PRATT, HEATHER	47,052.32							HUMAN RESOURCES	47,052.32
CARRERA, VIRGINIA	68,690.43			1,354.58	1,040.00			HUMAN SERVICES	71,085.01
MEDINA, ANN	48,057.66			1,319.49	520.00			HUMAN SERVICES	49,897.15
MERIAM, PAMELA	109,234.79			3,064.07				HUMAN SERVICES	112,298.86
ROBERTS, LINDA	92,540.45			3,647.82	1,040.00			HUMAN SERVICES	97,228.27
RODRIGUEZ, LYNDY	16,155.28							HUMAN SERVICES	16,155.28
WORTH, MARYANNE	57,803.03				140.00			HUMAN SERVICES	57,943.03

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MCGLOIN, PATRICK	75,387.80			1,537.57				INFORMATION TECHNOLOGY	75,387.80
PORTER, NATHAN	79,058.43			1,803.11				INFORMATION TECHNOLOGY	80,596.00
RHODES, LINDA	92,564.50			1,564.41				INFORMATION TECHNOLOGY	94,367.61
SPROUSE, MARGARET	80,335.51							INFORMATION TECHNOLOGY	81,899.92
BELL, JESSE	70,946.36							LAND BANK	70,946.36
BOYNTON, EDWARD	61,870.84							LAND BANK	61,870.84
CAMPESE, SUSAN	30,405.00							LAND BANK	30,405.00
EARLEY, ROBERT	72,307.81							LAND BANK	72,307.81
PAONESSA, BRIAN	9,524.50							LAND BANK	9,524.50
PERRY, BRUCE	91,734.93							LAND BANK	91,734.93
POLLOCK, JEFFREY	78,851.84							LAND BANK	78,851.84
SAVETSKY, ERIC	113,463.61							LAND BANK	113,463.61
ANNESE, JEFFREY	6,840.00							LIFEGUARD	6,840.00
ANNESE, MATTHEW	7,560.00		324.00					LIFEGUARD	7,884.00
CARROLL, JAMES	5,280.00							LIFEGUARD	5,280.00
CIVITARESE, SOPHIE	6,664.00							LIFEGUARD	6,664.00
COHEN, JAREK	5,832.00							LIFEGUARD	5,832.00
COHEN, TREVOR	4,320.00							LIFEGUARD	4,320.00
ELLIS, AINSLEY	5,472.00							LIFEGUARD	5,472.00
EMERY, KELLY	7,200.00							LIFEGUARD	7,200.00
FINLEY, SETH	7,296.00							LIFEGUARD	7,296.00
FREDERICKS, AILEEN	7,480.00		306.00					LIFEGUARD	7,786.00
GATTO, CHRISTOPHER	1,440.00							LIFEGUARD	1,440.00
HERMANSDORFER, RICHARD	5,440.00							LIFEGUARD	5,440.00
HERRINGTON, KEVIN	8,208.00							LIFEGUARD	8,208.00
HULL, CASEY	5,520.00							LIFEGUARD	5,520.00
JANGL, TIM	2,006.00							LIFEGUARD	2,006.00
JOYNER, MATT	4,650.00							LIFEGUARD	4,650.00
LAFRANCE, NEAL	4,320.00							LIFEGUARD	4,320.00
LINTON, CHIP	5,040.00							LIFEGUARD	5,040.00
NEBERGALL, CHRISTIAN	8,626.00							LIFEGUARD	8,626.00
REINBERGS, ERIK	7,980.00		342.00					LIFEGUARD	8,322.00
SORGI, PETER	6,240.00							LIFEGUARD	6,240.00
STOCK, MEGHAN	6,480.00							LIFEGUARD	6,480.00
STOCK, PETER	8,778.00		342.00					LIFEGUARD	9,120.00
STONE, CAMERON	5,712.00							LIFEGUARD	5,712.00
STONE, GRAYLAN	5,712.00							LIFEGUARD	5,712.00

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SULLIVAN, CASEY	6,720.00		360.00					LIFEGUARD	7,080.00
VITTORINI, BRIANA	7,920.00							LIFEGUARD	7,920.00
WHEELER, LOUISE	4,800.00							LIFEGUARD	4,800.00
WHELDEN, JOHN	6,000.00							LIFEGUARD	6,000.00
BARTHOLOMAE, CHARLES	7,448.00							LIFEGUARD	7,448.00
CARLSON, JEFFREY	80,042.72		755.63	1,524.90				MARINE & COASTAL RESOURCES	81,567.62
CROSBY, DILLION	5,213.00		525.94	1,220.73	220.00			MARINE & COASTAL RESOURCES	5,968.63
DICKEY, CATHERINE	62,174.19			2,186.76	1,040.00			MARINE & COASTAL RESOURCES	64,140.86
DOUGAN, DWAYNE	74,674.67							MARINE & COASTAL RESOURCES	77,901.43
EVANS, IAN	11,737.75			5,352.72	520.00			MARINE & COASTAL RESOURCES	11,737.75
FRONZUTO, DAVID	112,638.99							MARINE & COASTAL RESOURCES	118,511.71
HECK, STEPHEN	9,563.50							MARINE & COASTAL RESOURCES	9,563.50
HERR, MATTHEW	1,319.50							MARINE & COASTAL RESOURCES	1,319.50
JOHNSEN, JONATHAN	27,076.21							MARINE & COASTAL RESOURCES	27,076.21
LAFFERTY, SEAN	10,980.85		1,109.25					MARINE & COASTAL RESOURCES	12,090.10
LAPPIN, KENNETH	30,360.00		7,477.50					MARINE & COASTAL RESOURCES	37,837.50
LUCEY, SHEILA	77,453.05							MARINE & COASTAL RESOURCES	77,453.05
MCISAAC, ELIZABETH	29,499.68							MARINE & COASTAL RESOURCES	29,499.68
RILEY, TARA	64,157.48							MARINE & COASTAL RESOURCES	64,157.48
VIERA, JAMISON	8,470.00		315.01					MARINE & COASTAL RESOURCES	8,785.01
ALGER, SARAH	150.00							MODERATOR	150.00
ARAUJO, SANDRA BEIRUTE	47,848.05		2,467.30	2,305.91				OUR ISLAND HOME	52,621.26
ATTAPREYANGKUL, TUKI	41,793.69		5,812.11	952.33				OUR ISLAND HOME	48,558.13
BALESTER, SUSAN	65,249.86				520.00			OUR ISLAND HOME	65,769.86
BAPTISTE, WILLARD	50,992.11		2,197.22	2,341.81				OUR ISLAND HOME	55,531.14
BARRETT, SHEILA	49,213.06		2,792.21	2,307.89				OUR ISLAND HOME	54,313.16
BECHTOLD, DEBRA	20,279.00		6,074.80	1,019.92				OUR ISLAND HOME	20,279.00
BLOISE, BRIDGETT	55,313.65		605.63					OUR ISLAND HOME	62,408.37
BOSWELL, BERNARD	7,305.50		3,045.24	1,425.45				OUR ISLAND HOME	7,911.13
BRERETON, VIRGINIA	52,075.48		972.76					OUR ISLAND HOME	56,546.17
BRISCOE-CIVIL, ALICIA	13,749.37							OUR ISLAND HOME	14,722.13
CHRETIEN, RACHEL	81,284.05		8,735.86	1,383.56	520.00			OUR ISLAND HOME	83,187.61
CLARKE, BARBARA	56,074.90		7,930.33	1,041.31				OUR ISLAND HOME	65,852.07
COLEMAN, OLA LEWIS	56,317.00		5,102.45	2,627.83				OUR ISLAND HOME	66,875.16
CORREIA, KAREN	57,965.40		5,106.18	2,140.58				OUR ISLAND HOME	65,208.43
DARGIE, PATRICIA	88,455.18		782.59	4,243.30				OUR ISLAND HOME	97,804.66
DORIUS, PARTICIA	14,144.20							OUR ISLAND HOME	14,926.79

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ELLIS, GAIL	111,894.59			4,542.91				OUR ISLAND HOME	116,437.50
ELLIS-HOWARD, MARVETTE	47,461.65		7,029.70					OUR ISLAND HOME	54,491.35
FACEY-AISZON, ANDREA	10,673.87		415.30					OUR ISLAND HOME	11,089.17
FLAHERTY, KERRI	46,586.77		4,470.36					OUR ISLAND HOME	51,057.13
FRANKLIN, HENRY	24,490.71		2,296.18					OUR ISLAND HOME	26,786.89
GARRABRANT, WENDY	37,647.45		904.13					OUR ISLAND HOME	38,551.58
GERARDI, NICOLE	45,015.80		2,684.35					OUR ISLAND HOME	47,700.15
GRIMES, LILIAN	36,700.64		2,345.53	634.61				OUR ISLAND HOME	39,680.78
HARRISON, JACQUELINE	55,923.46		4,353.46	1,038.10				OUR ISLAND HOME	61,315.02
HARRISON, MICHELLE	30,830.40		1,699.32					OUR ISLAND HOME	32,529.72
HAYE, LISA	23,547.38		472.50					OUR ISLAND HOME	24,019.88
HAYE, NADENE	64,392.12		12,443.18	1,837.26				OUR ISLAND HOME	78,672.56
HAYES, JOHN	87,379.14		60.85	3,052.78				OUR ISLAND HOME	90,492.77
HOLMES, JENISE	43,933.25		3,481.50					OUR ISLAND HOME	47,414.75
JONES, SARA	72,390.36		3,871.57	1,330.86				OUR ISLAND HOME	77,592.79
KIEFFER, ERIKA	54,718.46			1,999.73				OUR ISLAND HOME	56,718.19
KING, DONNA	48,337.88		6,720.88					OUR ISLAND HOME	55,058.76
KINNEY, COLLEEN	44,838.98		3,141.04	808.02				OUR ISLAND HOME	48,788.04
KOYL, NANCY	70,548.30		24,095.07	1,305.28				OUR ISLAND HOME	95,948.65
KYOMITMAITEE, MANEEWAN	40,497.49		4,399.63					OUR ISLAND HOME	44,897.12
LEMUS, MARIA	31,527.39		1,611.82					OUR ISLAND HOME	33,139.21
LEVEILLE, MOIRAR	29,749.75		2,782.64	522.99				OUR ISLAND HOME	33,055.38
LEWIS, FLORIS	49,998.23		4,419.52	1,388.49				OUR ISLAND HOME	55,806.24
LINDLEY, ANN	87,297.42		4,390.36	3,999.14				OUR ISLAND HOME	95,686.92
LINDO, SHAUNETTE	48,017.96		5,032.67	866.89				OUR ISLAND HOME	53,917.52
LYTTLE-LIBURD, SOPHIA	56,858.79		8,326.60	1,041.00				OUR ISLAND HOME	66,226.39
MACVICAR, HUGH	72,672.18			3,439.36				OUR ISLAND HOME	76,111.54
MACVICAR-FISKE, LAURIE	49,271.08			987.64				OUR ISLAND HOME	50,258.72
MARKS, ANDREA	14,874.45							OUR ISLAND HOME	14,874.45
MASON-WILSON, JESSICA	54,669.55		9,583.46	989.00				OUR ISLAND HOME	65,242.01
MATSON, CAROL	68,056.32		5,660.58	2,568.80				OUR ISLAND HOME	76,285.70
MAXWELL, KATHLEEN	34,325.76							OUR ISLAND HOME	34,325.76
MCCARTHY RICKETTS, DENISE	58,910.38		3,850.98	1,099.57				OUR ISLAND HOME	63,860.93
MCINTYRE, MAYON	52,171.00		9,143.94	938.10				OUR ISLAND HOME	62,253.04
NICKERSON, SYBIL	66,198.51		251.44	1,296.34				OUR ISLAND HOME	67,746.29
OTTS, DIANE	57,682.87		3,112.95	2,698.85				OUR ISLAND HOME	63,494.67
OUTAR, TAMEIKA	44,555.40		1,983.53					OUR ISLAND HOME	46,538.93

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PARKINSON, AVIA	57,645.95		3,691.86	1,080.61				OUR ISLAND HOME	62,418.42
PASK, JENNIFER	32,557.88		1,083.47					OUR ISLAND HOME	33,641.35
PATTON, MARY	48,733.74		8,242.47	2,367.62				OUR ISLAND HOME	59,343.83
PHILLIPS, FERNELLA	44,093.03		1,496.51	1,285.82				OUR ISLAND HOME	46,875.36
PIKE, SUZETTE	6,697.50							OUR ISLAND HOME	6,697.50
REED, STORMY	50,317.47		3,505.01	1,409.55				OUR ISLAND HOME	55,232.03
RICHROD, MARY	36,370.32							OUR ISLAND HOME	36,370.32
ROBINSON, HOPIE	54,598.28		4,537.05	1,019.17				OUR ISLAND HOME	60,154.50
ROWE THOMAS, KAREN	48,229.04		7,212.01					OUR ISLAND HOME	55,441.05
RYDER, ELLEN	56,113.19		5,282.67	1,886.85				OUR ISLAND HOME	63,282.71
SANDERS, GLORIA	54,951.66		3,371.62	2,094.64				OUR ISLAND HOME	60,417.92
STETSON, CINDY	51,029.07		3,257.15	1,903.33				OUR ISLAND HOME	56,189.55
THAIRAT, MATUROD	44,517.49		4,742.27	890.51				OUR ISLAND HOME	50,150.27
THAIRATANA, PANUWATARA	48,374.16		1,582.69	894.79				OUR ISLAND HOME	50,851.64
THAIRATANA, SEUBSIRI	56,672.40		9,266.85	1,577.39				OUR ISLAND HOME	67,516.64
TONEY, LISA	84,552.59		11,683.01	1,640.33				OUR ISLAND HOME	97,875.93
TWOMEY, SHERRY	46,604.13		3,131.90	2,102.17				OUR ISLAND HOME	51,838.20
WALLACE, HENRICK	59,641.84		4,563.35	1,155.92				OUR ISLAND HOME	65,361.11
WILLIAMS, ANDREA	34,640.42		4,813.33					OUR ISLAND HOME	39,453.75
WORSWICK, PRISCILLA	60,829.81		2,704.79	1,877.03				OUR ISLAND HOME	65,411.63
BARTLETT, CHARLES	45,415.93				100.00			PARKS & RECREATION/DPW	45,515.93
BERARD, PAUL	8,932.00		516.00					PARKS & RECREATION/DPW	9,448.00
BOUCHER, VICTOR	5,981.25		202.50					PARKS & RECREATION/DPW	6,183.75
DOYLE, ERWIN	17,708.00		2,515.14					PARKS & RECREATION/DPW	20,223.14
MANCHESTER, JAMES PRESTON	103,426.86			3,031.45	520.00			PARKS & RECREATION/DPW	106,978.31
PATERSON, ALICIA	5,437.50							PARKS & RECREATION/DPW	5,437.50
PATERSON, ANGELA	8,440.00		12.00					PARKS & RECREATION/DPW	8,452.00
WILCE, ANDREW	43,892.14		66.62					PARKS & RECREATION/DPW	43,958.76
WOODARD, ETHAN	9,000.00		748.13					PARKS & RECREATION/DPW	9,748.13
ANCERO, CATHERINE	56,817.55			1,677.59				PLANNING	58,495.14
BRESCHER, JOHN	56,479.81							PLANNING	56,479.81
BURNS, T MICHAEL	87,173.83			2,560.21	520.00			PLANNING	90,254.04
HICKS, JEROMETTE	66,984.63			2,183.06	410.00			PLANNING	69,577.69
MOORE, VENESSA	19,736.12				170.00			PLANNING	19,906.12
SNELL, LESLIE WOODSON	89,395.32			1,751.03	520.00			PLANNING	91,666.35
VOLLANS, LYNELL	4,987.05							PLANNING	4,987.05
VORCE, ANDREW	110,185.88			4,353.56				PLANNING	114,539.44



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WITTE, SUSAN BENNETT	82,796.53							PLANNING	82,796.53
ADAMS, JERRY	118,388.04		6,075.36	3,552.45		12,621.70		POLICE	140,637.55
APREA, RICHARD	18,590.14	5,040.00	4,636.24					POLICE	28,266.38
BROWN, MICHAEL	32,871.72	11,880.00	486.00					POLICE	45,237.72
BURNS, MELINDA	54,302.90		989.08	2,463.61	1,530.00			POLICE	59,285.59
CARNEVALE, CHRISTOPHER	70,484.38	1,980.00	6,492.37	1,970.01		3,962.40		POLICE	84,889.16
CHRETIEN, JARED	80,588.71	2,733.75	18,229.63	1,563.50		8,881.86		POLICE	111,997.45
CLINGER, SHEILA	65,635.84		922.51	2,957.68	1,560.00			POLICE	71,076.03
CLINGER, THOMAS	89,386.73		10,463.45	4,395.60		5,075.46		POLICE	109,321.24
COAKLEY, BRENDAN	81,320.26	2,160.00	19,099.46	1,563.50		400.40		POLICE	104,543.62
COOK, MICHAEL	53,066.82	13,477.50	9,546.35			1,477.44		POLICE	77,568.11
CROFT, JOSHUA	54,857.41	16,879.00	7,739.97			1,600.56		POLICE	81,076.94
CROOKS, DEREK	14,592.00	3,564.25	624.00					POLICE	18,780.25
FURTADO, DANIEL	82,806.96	900.00	22,463.04	1,563.50		8,881.86		POLICE	116,615.36
GALE, SUZANNE	65,832.93	9,585.75	3,154.47	1,876.20		400.40		POLICE	80,849.75
GIBSON, CHARLES	129,880.93	360.00	7,295.90	7,764.44	1,560.00	17,019.08		POLICE	163,880.35
HIGGINS, WILLIAM	90,334.16	2,261.25	2,170.80	1,313.34		7,427.50		POLICE	103,507.05
HOLLIS JR, ROBERT	64,554.46	5,580.00	2,533.50	1,215.06		800.40		POLICE	74,683.42
HUBBARD, JOHN	55,893.47	15,129.75	7,977.78			1,600.56		POLICE	80,601.56
KILLEEN, RYAN	23,914.97	1,986.00	1,620.15			532.95		POLICE	28,054.07
LANDRY, DOUGLAS	51,563.31	22,292.25	6,389.91			2,400.06		POLICE	82,645.53
MABARDY, MICHAEL	57,069.32	6,226.50	5,440.12			3,212.18		POLICE	71,948.12
MACK, DANIEL	88,217.01	731.25	19,753.59	3,365.44		9,528.48		POLICE	121,595.77
MACK, JEROME	69,454.36	7,471.50	4,164.98	2,019.27		7,702.76		POLICE	90,812.87
MACVICAR, ANGUS	118,379.06		3,414.42	4,736.60		6,297.98		POLICE	132,828.06
MAHONEY, DAVID	26,717.10	5,697.00	5,248.79			169.40		POLICE	37,832.29
MANSFIELD, KEITH	71,791.74	13,668.75	13,824.22	1,970.01		7,524.66		POLICE	108,779.38
MARSHALL, KEVIN	83,858.64	4,950.00	25,048.49	1,563.50		4,640.74		POLICE	120,061.37
MASON, JACQUELYN	18,217.50	10,133.25	695.63					POLICE	29,046.38
MAULDIN, JANINE	67,324.13	14,501.25	5,819.40	1,250.80		7,185.36		POLICE	96,080.94
MCINTYRE, HOWARD	83,278.99	6,706.50	15,494.47	1,563.50		400.00		POLICE	107,443.46
MORNEAU, BRETT	66,479.47	13,826.25	6,993.45	1,250.80		7,185.36		POLICE	95,735.33
MUHR, JOHN	77,196.84	15,850.00	16,417.57	3,516.45		400.40		POLICE	113,381.26
NEE, MICHAEL	68,902.94	9,236.25	10,506.20	1,250.80		3,792.62		POLICE	93,688.81
PITTMAN, WILLIAM	136,466.84			3,271.45		25,808.64		POLICE	165,546.93
QUIGLEY, SCOTT	14,710.84	1,080.00	573.00					POLICE	16,363.84
RAY, TRAVIS	81,930.58	4,365.00	24,540.84	1,563.50		8,881.86		POLICE	121,281.78

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
ROCKETT, JOHN	63,920.97	18,673.00	12,386.06			3,631.16		POLICE	98,611.19
ROGERS, KEVIN	72,246.16	6,660.00	7,264.22	3,447.50		640.00		POLICE	90,257.88
SOUZA, CHRISTOPHER	19,678.75	7,476.00	853.13					POLICE	28,007.88
SPERA, PATRICK	46,577.63	3,432.00	10,084.27	1,250.80		4,974.48		POLICE	66,319.18
SULLIVAN, WILLIAM	65,141.90	15,494.25	10,712.19	1,250.80		7,159.36		POLICE	99,758.50
TORNOVISH, STEVEN	63,853.37	9,166.50	21,253.52	1,250.80		385.00		POLICE	95,909.19
WELCH, DANIEL	26,286.00	13,240.50	102.75					POLICE	39,629.25
WHITING, BRANDON	16,055.00	3,996.00						POLICE	20,051.00
ERICHSEN, JENNIFER	90,968.38		319.50		690.00			POLICE – INFO TECH	94,556.60
BASSETT, FRANCES	26,443.86							POLICE DISPATCHER	27,453.36
DUGAN, KEVIN	17,964.80							POLICE DISPATCHER	17,964.80
HULL, AARON	20,695.36		1,216.86					POLICE DISPATCHER	21,912.22
MALAVASE, MICHELLE	32,874.27		2,368.45					POLICE DISPATCHER	35,242.72
NORRIS, JESSICA	30,760.62		2,403.28					POLICE DISPATCHER	33,163.90
RAY, HILARY	33,169.76		3,152.12					POLICE DISPATCHER	36,321.88
SMITH, MEGAN	33,519.12		2,673.21					POLICE DISPATCHER	36,192.33
THOMPSON, CASSANDRA	31,607.72		2,290.07					POLICE DISPATCHER	33,897.79
CASSANO, KIMBERLY	72,809.38			1,442.92				REGISTRY OF DEEDS	74,252.30
FERREIRA, JENNIFER	90,486.61							REGISTRY OF DEEDS	90,486.61
GAGE, JESSICA	46,093.45			935.30				REGISTRY OF DEEDS	47,028.75
ADAMS, KATHY	72,260.01							SCHOOL	72,260.01
AGUIAR, CATHERINE	34,612.65			500.00				SCHOOL	35,112.65
AGUIAR, JOSEPH	60,000.00							SCHOOL	60,000.00
AGUIAR, MARCIA	4,830.00							SCHOOL	4,830.00
ALBERTSON, KIMBERLY	89,513.44			1,700.00				SCHOOL	91,213.44
ALGER, COURTNEY	75,147.28							SCHOOL	75,147.28
ALLEN, DENESE	1,506.25							SCHOOL	1,506.25
ALLEN, DOREEN	52,948.20							SCHOOL	52,948.20
ALMODOBAR, DARIAN	91,864.60							SCHOOL	93,457.53
ALOISI, JOHN	52,072.45			1,592.93				SCHOOL	52,072.45
ALOISI, LYNNE	81,689.16							SCHOOL	81,689.16
AUSTIN, URSULA	37,425.44			1,000.00				SCHOOL	38,425.44
AVERY, DEANNA SLAYTON	93,069.43			588.42				SCHOOL	93,657.85
BAKER, JACQUELINE	6,377.78							SCHOOL	6,377.78
BARACCHINI, SUSAN	135.00							SCHOOL	135.00
BARNES-HARRINGTON, MAEVE	34,379.88			500.00				SCHOOL	34,879.88
BARR, HILARY	937.50							SCHOOL	937.50

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
BARRETT, LINDA	4,616.76							SCHOOL	4,616.76
BARRETT, MARILYN	97,156.12			1,173.03				SCHOOL	98,329.15
BARTLETT, MARYANN	10,557.50							SCHOOL	10,557.50
BARTLETT, SEANDA	33,159.16							SCHOOL	33,159.16
BASKETT, FRANCES	93,547.70			1,700.00				SCHOOL	95,247.70
BATCHELDER, BRYN	2,400.00							SCHOOL	2,400.00
BELANGER, SUZANNE	14,095.00							SCHOOL	14,095.00
BELL, FOREST	13,545.00							SCHOOL	13,545.00
BELL, JONATHAN	40,074.71		243.75					SCHOOL	40,318.46
BENDER, STEPHEN	589.00							SCHOOL	589.00
BENNETT, JOHN	57,871.55			2,194.61				SCHOOL	60,066.16
BENSON, ANDREW	630.00							SCHOOL	630.00
BENSON, KATHLEEN	83,984.07							SCHOOL	83,984.07
BERNARD, GRACE	14,351.06							SCHOOL	14,351.06
BERRY, JENNIFER	57,316.68							SCHOOL	57,316.68
BIGGS, SARAH	75.00							SCHOOL	75.00
BILLINGS, ALYSSA	87,512.31							SCHOOL	87,512.31
BIXBY, LUCY	18,635.96							SCHOOL	18,635.96
BLAIR, RICHARD	7,131.00							SCHOOL	7,131.00
BLASI, KATHERINE	33,819.52			500.00				SCHOOL	34,319.52
BOUKUS, CASEY	237.50							SCHOOL	237.50
BOWEN, ROBERT	10,696.25							SCHOOL	10,696.25
BOWERS, ALEXANDRA	67,697.64							SCHOOL	67,697.64
BOYCHEV, DIMO	34,703.83							SCHOOL	35,025.58
BOYCHEVA, VERONIKA	57,275.19		321.75					SCHOOL	59,766.66
BRANNIGAN, JANET	92,737.31		2,491.47					SCHOOL	94,437.31
BRANNIGAN, MICHELLE	78,890.96			1,700.00				SCHOOL	78,890.96
BRANNIGAN, RICHARD	5,909.00							SCHOOL	5,909.00
BRIARD, DANIELLE	4,860.00							SCHOOL	4,860.00
BROWERS, MEGAN	30,662.64							SCHOOL	30,662.64
BROWNE, MAEBH	1,306.25							SCHOOL	1,306.25
BUCCINO, ROBERT	81,915.87							SCHOOL	81,915.87
BUCKEY, JOHN	126,966.36							SCHOOL	126,966.36
BUTLER, KARLA	92,237.33			5,100.00				SCHOOL	97,337.33
CABRAL, LEAH	213.75							SCHOOL	213.75
CABRE, HALEY	4,133.50							SCHOOL	4,133.50
CAMPBELL, ELYSE	20,468.14							SCHOOL	20,468.14

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
CANNING, NANCY	595.00							SCHOOL	595.00
CARLSON, KARA	96,208.36			1,700.00				SCHOOL	97,908.36
CARO, CELSO CHAVEZ	48,980.34							SCHOOL	48,980.34
CARON, DENNIS	37,697.50							SCHOOL	37,697.50
CARR, CHRIS	1,399.00							SCHOOL	1,399.00
CARRUTHERS, JOHN	3,556.25							SCHOOL	3,556.25
CARTWRIGHT, DOREEN	29,662.50		39.38					SCHOOL	29,701.88
CASPE, JEANNE	3,407.50							SCHOOL	3,407.50
CATON, CAROL	40,225.74			1,000.00				SCHOOL	41,225.74
CAWLEY, JEAN MARIE	151.79							SCHOOL	151.79
CHITESTER, SHERRY	22,600.08							SCHOOL	22,600.08
CLARK, ALEX	2,710.00							SCHOOL	2,710.00
CLARK, JEANNE	64,532.64			346.14				SCHOOL	64,878.78
CLARKSON, EMILY	33,260.46			500.00				SCHOOL	33,760.46
CLEMENTS, CHRISTINA	4,267.00							SCHOOL	4,267.00
CLINGER, ASHLEY	1,139.00							SCHOOL	1,139.00
CLUNIE, CHARLES	4,194.00							SCHOOL	4,194.00
COBURN, LAURA	90,569.43							SCHOOL	90,569.43
COFFIN, CHERYL	41,396.90			1,523.30				SCHOOL	42,920.20
COFFIN, DAUNA	84,236.79							SCHOOL	84,236.79
COGNITORE, CHRISTOPHER	15,519.58							SCHOOL	15,519.58
COLBY, JANET	58,977.52							SCHOOL	58,977.52
COLLEY, CHARLES	80,865.75			1,700.00				SCHOOL	82,565.75
COMINGS, TIMOTHY	2,660.00							SCHOOL	2,660.00
CONDON-MORLEY, BARBARA	40,054.34			1,000.00				SCHOOL	41,054.34
CONGLETON, KIRSTEN	31,762.14							SCHOOL	31,762.14
CONNELLY, KRISTA	53,787.24							SCHOOL	53,787.24
CONNON, BARBARA	437.50							SCHOOL	437.50
CONNON, ROBERT	6,572.50							SCHOOL	6,572.50
CONNORS, MARY BETH	97,662.12			346.14				SCHOOL	98,008.26
COOPER, TARLTON	165.00							SCHOOL	165.00
CORBETT, KELLY	9,000.00							SCHOOL	9,000.00
CORNOG, PHOEBE	5,347.50							SCHOOL	5,347.50
COSTAKES, ADRIENNE	4,801.75							SCHOOL	4,801.75
COWLES, JEFFREY	10,009.15							SCHOOL	10,009.15
COZORT, WILLIAM	149,038.50							SCHOOL	149,038.50
CRADDOCK, COURTNEY	16,644.82							SCHOOL	16,644.82

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
CRONIN, PAULINE	19,979.50							SCHOOL	19,979.50
CROWLEY, ALICE	89,687.10							SCHOOL	89,687.10
CROWLEY, ELIZABETH	31,660.54							SCHOOL	31,660.54
CSELEY, CHERIE	26,386.36							SCHOOL	26,386.36
CULKINS, JAYNE	367.50							SCHOOL	367.50
DALZELL, ANN	92,557.09			5,100.00				SCHOOL	97,657.09
DALZELL, SARAH	19,703.72							SCHOOL	19,703.72
D'APRIX, JANELLE	19,962.50							SCHOOL	19,962.50
DAUME, ELIZABETH	87,334.91			588.42				SCHOOL	87,923.33
DAVIDSON, ELIZABETH	83,924.53			1,700.00				SCHOOL	85,624.53
DAVIDSON, MARGARET	87,334.91							SCHOOL	87,334.91
DAVIDSON-CHRISTIE, NANCY	84,100.39							SCHOOL	84,100.39
DAVIS, CHARLES	87,334.91							SCHOOL	87,334.91
DAVIS, CRAIG	125.00							SCHOOL	125.00
DAVIS, DEBORAH	89,002.91							SCHOOL	89,002.91
DAY, ROBERT	94,209.87			5,100.00				SCHOOL	99,309.87
DEHEART, KATHY	38,932.08			500.00				SCHOOL	39,432.08
D'ELIA, LORI	4,422.00							SCHOOL	4,422.00
D'ELIA, RICHELLE	59,212.63							SCHOOL	59,212.63
DERAS, ESTELA	20,274.20							SCHOOL	20,274.20
DERAS, FRANCISCO	61,901.59		2,165.37					SCHOOL	64,066.96
DIAMOND, ALLISON	462.00							SCHOOL	462.00
DUCE, CHARLES	47,437.11		281.15					SCHOOL	47,718.26
DWYER, EVELYN	6,990.75							SCHOOL	6,990.75
DWYER, KATHLEEN	14,758.08							SCHOOL	14,758.08
DYER, ANN MARIE	90,138.56			346.14				SCHOOL	90,484.70
EARLE, REBECCA	60,521.28			1,000.00				SCHOOL	61,521.28
ECHEVERRIA, JACQUELINE	75,777.83							SCHOOL	75,777.83
EDZWALD, STACEY	76,734.04							SCHOOL	76,734.04
ELDER, BARBARA	91,710.58			5,100.00				SCHOOL	96,810.58
ELLE-FLORES, DONIVA	37.50							SCHOOL	37.50
EMACK, JANET	76,163.65							SCHOOL	76,163.65
EVANS, JESSICA	74,327.06							SCHOOL	74,327.06
EVERING-WHITE, AVEREON	1,331.25							SCHOOL	1,331.25
FALES, MARIA	28,021.61							SCHOOL	28,021.61
FALES, TERRY	34,756.20			704.54				SCHOOL	35,460.74
FAUCHER, CAROL	20,840.17			590.85				SCHOOL	21,431.02

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FEE, KATY	15,200.00							SCHOOL	15,200.00
FERGUSON, CAROLINE	1,333.00							SCHOOL	1,333.00
FERNANDEZ GRANT, YOLANDA	60.00							SCHOOL	60.00
FERRANTELLA, LINDA	47,608.18			1,313.00				SCHOOL	48,921.18
FEY, JACQUELINE	90,938.17			1,700.00				SCHOOL	92,638.17
FIELD, GLENN	126,462.50							SCHOOL	126,462.50
FLORES, ZOILA	39,940.76		712.53					SCHOOL	40,653.29
FOLEY, ALLISON	3,253.25							SCHOOL	3,253.25
FOSTER, JAMIE	90.00							SCHOOL	90.00
FOURNIER, ERNESTINE	67,764.33							SCHOOL	67,764.33
FREED, JANE	51,629.03							SCHOOL	51,629.03
FREEDMAN, LAURA	615.00							SCHOOL	615.00
FRIEDMAN, ESTHER	60.00							SCHOOL	60.00
FRONZUTO, SUZANNE	77,453.49							SCHOOL	77,453.49
FRUSCIONE, KATHRYN	87,362.50			3,400.00				SCHOOL	90,762.50
FUSARO, ANASTASIA	55,176.78							SCHOOL	55,176.78
GAMBERONI, RENEE	86,866.18							SCHOOL	86,866.18
GAMMONS, AMY	23,221.19							SCHOOL	23,221.19
GARDNER, GALEN	93,729.91			3,400.02				SCHOOL	97,129.93
GARNEAU, DELPHINE	1,275.00							SCHOOL	1,275.00
GASNAREZ, GLORIA	160.00							SCHOOL	160.00
GAULT, SARAH	69,350.54							SCHOOL	69,350.54
GELDER, GRETCHEN	175.00							SCHOOL	175.00
GELLO, KARYN	63,694.69							SCHOOL	63,694.69
GERMANO, CHATTI	1,523.50							SCHOOL	1,523.50
GILES, NATALIA	1,162.50							SCHOOL	1,162.50
GILLUM, BEATRICE	2,048.00							SCHOOL	2,048.00
GIRVIN, MICHAEL	83,190.83							SCHOOL	83,190.83
GOTTLIEB, KAREN	87,362.40			2,395.46				SCHOOL	89,757.86
GOTTLIEB, SETH	14,476.39							SCHOOL	14,476.39
GRANT, SUSAN	5,067.50							SCHOOL	5,067.50
GRAVES, DIANA	90,476.69			3,988.44				SCHOOL	94,465.13
GRAY, MAIKI	35,800.16							SCHOOL	35,800.16
GRAZIADEI, ALICIA	16,030.00							SCHOOL	16,030.00
GROSS, NICOLE	2,175.00							SCHOOL	2,175.00
GROSSHANS, NATASHA	2,132.00							SCHOOL	2,132.00
GULLICKSEN, VICTORIA	20,601.15			300.00				SCHOOL	20,901.15

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
HAINEY, PATRICIA	3,687.50							SCHOOL	3,687.50
HAJJAR, MELANIE	2,680.00							SCHOOL	2,680.00
HAMMER-YANKOW, ROBIN	4,690.00							SCHOOL	4,690.00
HANSON, STEPHANIE	87,736.16			3,000.00				SCHOOL	90,736.16
HARDIMAN, SHAUNA	87,457.83							SCHOOL	87,457.83
HARDING, PATRICIA	34,400.31							SCHOOL	34,400.31
HARDY, JANE	45,223.60			2,000.00				SCHOOL	47,223.60
HARIMON, TANDI	33,926.72			500.00				SCHOOL	34,426.72
HARRINGTON, ANN	29,561.30							SCHOOL	29,561.30
HARRINGTON, CORINNE	62,670.70							SCHOOL	62,670.70
HARRINGTON, NENITA	18,245.33							SCHOOL	18,245.33
HARRIS, ELIZABETH	360.00							SCHOOL	360.00
HARVEY, STANLEY	1,902.50							SCHOOL	1,902.50
HASTINGS, HENRY	60,736.77		4,380.70					SCHOOL	65,117.47
HAYFORD, SUSAN	37,585.10			1,000.00				SCHOOL	38,585.10
HEAD, ROBERT	75,531.11							SCHOOL	75,531.11
HEHIR, LUCY	11,950.00							SCHOOL	11,950.00
HENDERSON, MORGAN	202.50							SCHOOL	202.50
HERTZ, DOROTHY	7,063.75							SCHOOL	7,063.75
HICKMAN, REBECCA	78,939.42							SCHOOL	78,939.42
HICKSON, KATHLEEN	67,319.91							SCHOOL	67,319.91
HILLSBERG, JAN	1,710.00							SCHOOL	1,710.00
HITCHCOCK, ALEXANDRA	4,137.00							SCHOOL	4,137.00
HITCHCOCK, ELISABETTA	56,512.20							SCHOOL	56,512.20
HOBSON-DUPONT, JANE	97,222.12			3,400.02				SCHOOL	100,622.14
HOLDEN, TESSA	5,170.00							SCHOOL	5,170.00
HOLDGATE, DEBORAH	48,519.71							SCHOOL	48,519.71
HOLDGATE, KRISTEN	62,704.64							SCHOOL	62,704.64
HOLDGATE, SARAH	67,349.66			4,000.00				SCHOOL	71,349.66
HOLLAND-OLIVER, RENEE	7,145.00							SCHOOL	7,145.00
HOLTON-ROTH, SARAH	42,537.50							SCHOOL	42,537.50
HOOD, LISA	87,334.91			5,099.90				SCHOOL	92,434.81
HORTON, JOYCE	1,132.50							SCHOOL	1,132.50
HORTON, MICHAEL	101,810.54							SCHOOL	101,810.54
HOSKINS, TINA	600.00							SCHOOL	600.00
HULL, ANA	7,822.50							SCHOOL	7,822.50
HULL, JOAN	30,529.15							SCHOOL	30,529.15

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HUSCHLE, ZOE	202.50							SCHOOL	202.50
ILLER, JENNIFER	825.00							SCHOOL	825.00
JASKULA, JOYCE	3,895.00							SCHOOL	3,895.00
JELLEME, KRISTINA	1,495.00							SCHOOL	1,495.00
JOHNSEN, JOANNE	46,001.88			240.00				SCHOOL	46,241.88
JOHNSON, STEPHANIE	93,191.69			346.14				SCHOOL	93,537.83
JONES, HELAINA	91,213.58							SCHOOL	91,213.58
JONES, MARGARET	1,710.00							SCHOOL	1,710.00
KANYOCK, DAVID	91,887.75							SCHOOL	91,887.75
KEARNS, SETH	62,899.54							SCHOOL	62,899.54
KELLY, LINDA	91,912.91			346.14				SCHOOL	92,259.05
KENNEDY, KATHRYN	26,610.60							SCHOOL	26,610.60
KERVIN, SUSAN	36,947.60			1,000.00				SCHOOL	37,947.60
KESSLER, DONNA	87,362.40							SCHOOL	87,362.40
KESSLER, ROBERT	33,820.43			500.06				SCHOOL	34,320.49
KEYES, CARYNNE	437.50							SCHOOL	437.50
KINGSTON, JULIE	22,757.22							SCHOOL	22,757.22
KINSLEY HANCOCK, KRISTINA	16,803.86							SCHOOL	16,803.86
KITSOCK, AILEEN	59,416.11							SCHOOL	59,416.11
KNAPP, AMY	86,058.14							SCHOOL	86,058.14
KNUTTI, JOHN	2,688.00							SCHOOL	2,688.00
KORN, KEVIN	3,000.00							SCHOOL	3,000.00
KUBISCH, KIMBERLY	41,537.94							SCHOOL	41,537.94
LAMB, LAURA	31,131.63							SCHOOL	31,131.63
LAMBRECHT, JESSIE	495.50							SCHOOL	495.50
LAREDO, JENNIFER	93,804.12			588.42				SCHOOL	94,392.54
LAREDO, STEVEN	88,951.71			3,400.00				SCHOOL	92,351.71
LARRABEE, JOANNE	32,293.46			704.54				SCHOOL	32,998.00
LARRABEE, KATHRYN	22,271.87							SCHOOL	22,271.87
LATTER, CLAIRE	70,950.77							SCHOOL	70,950.77
LATTER, MARK	5,194.00							SCHOOL	5,194.00
LAWRENCE, DEBRA	36,172.87			1,000.00				SCHOOL	37,172.87
LAWRENCE, STEEVYANN	420.00							SCHOOL	420.00
LEIGHTON, NANCY	56,170.85							SCHOOL	56,170.85
LEMAITRE, ANNE	80,865.87			3,988.44				SCHOOL	84,854.31
LEMUS, LUCIA	39,232.62							SCHOOL	39,232.62
LEONE, RICHARD	440.00							SCHOOL	440.00



<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
LEPORE, CATHLEEN	91,122.10			3,491.37				SCHOOL	94,613.47
LIDDLE, MATTHEW	3,920.00							SCHOOL	3,920.00
LIDDLE, ROBERT	52,417.25							SCHOOL	52,417.25
LINDQUIST, KAROL	3,205.79							SCHOOL	3,205.79
LOCARIO, NINA	236.65							SCHOOL	236.65
LOMBARDI, ADRIENE	77,379.37							SCHOOL	77,379.37
LOMBARDI, LAURA	1,794.50							SCHOOL	1,794.50
LOMBARDI, TRAVIS	56,725.00							SCHOOL	56,725.00
LONG, MELISSA	57,428.64			1,563.30				SCHOOL	58,991.94
LOUCKS, SHERRY	54,368.14			1,563.30				SCHOOL	55,931.44
LOWELL, ERIC	4,316.00							SCHOOL	4,316.00
LUCCHINI, JOHN	94,584.45							SCHOOL	94,584.45
MACDONALD, HEATHER	67,969.19							SCHOOL	67,969.19
MACHADO, VAUGHAN	4,000.00							SCHOOL	4,000.00
MACIVER, ERIN	88,951.69							SCHOOL	88,951.69
MACK, SUSAN	1,430.00							SCHOOL	1,430.00
MACKAY, PETER	5,978.00							SCHOOL	5,978.00
MACLELLAN, GEORGE	93,654.93			3,400.00				SCHOOL	97,054.93
MACLELLAN, GRACE	979.00							SCHOOL	979.00
MACLELLAN, KARIN	1,350.00							SCHOOL	1,350.00
MACVICAR, MELISSA	79,839.11							SCHOOL	79,839.11
MAHER, ANDREA	81,729.42							SCHOOL	81,729.42
MAILLOUX, BARRY	46,781.50		1,218.84					SCHOOL	48,000.34
MAILLOUX, TRACY	89,002.91							SCHOOL	89,002.91
MAJANO, OSCAR	36,817.84							SCHOOL	36,817.84
MALLOY, MONIQUE	65,320.44							SCHOOL	65,320.44
MANCHESTER, AMY	54,952.79							SCHOOL	54,952.79
MANCHESTER, WILLIAM	98,642.43							SCHOOL	98,642.43
MARTINEAU, MARTHA PAGE	73,272.79							SCHOOL	73,272.79
MARTLING, LOUISE	360.00							SCHOOL	360.00
MASON, MERRILL	40,307.11							SCHOOL	40,307.11
MAURY, ANN	95,679.00			1,700.00				SCHOOL	97,379.00
MAURY, CHRISTOPHER	107,776.45							SCHOOL	107,776.45
MAYER, DAWN	68.00							SCHOOL	68.00
MCCANDLESS, ANDREW	3,150.00							SCHOOL	3,150.00
MCCOY, JAMIE	45,041.86			781.70				SCHOOL	45,823.56
MCDONOUGH, MARILYN	17,983.90							SCHOOL	17,983.90

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
McFARLAND, SUSAN	95,334.18			3,400.00				SCHOOL	98,734.18
MCGONIGLE, KAREN	107,006.72							SCHOOL	107,006.72
MCGRADY, SEAN	72,923.41		42,468.56					SCHOOL	115,391.97
MCGUINNESS, JOHN	90,826.71			3,400.00				SCHOOL	94,226.71
MCGUINNESS, MARY	93,804.12			2,288.39				SCHOOL	96,092.51
MCKENNA-FOSTER, ANDREW	689.50							SCHOOL	689.50
MCLAUGHLIN, CAROL	21,961.17							SCHOOL	21,961.17
MCLAUGHLIN, MEGAN	56,244.87							SCHOOL	56,244.87
MEAD, TIMOTHY	3,416.00							SCHOOL	3,416.00
MEADOWS, HEIDI	40,565.21							SCHOOL	40,565.21
MEADOWS, SCOTT	113,640.18							SCHOOL	113,640.18
MECKLER, MICHELLE	25,388.19							SCHOOL	25,388.19
MERLINI, KATY	56,601.10							SCHOOL	56,601.10
MICHNOFF, GABRIELLE	1,466.50							SCHOOL	1,466.50
MILLER, NANCY	121,598.72							SCHOOL	121,598.72
MINELLA, JOSEPH	3,337.50							SCHOOL	3,337.50
MINIHAN, KATHLEEN	25.00							SCHOOL	25.00
MINTZ, BARBRA	125.00							SCHOOL	125.00
MOGENSEN, WILLIAM	31,943.45			500.00				SCHOOL	32,443.45
MOONEY, KATHLEEN	80,749.60							SCHOOL	80,749.60
MORAN, JOHN	6,250.00							SCHOOL	6,250.00
MORAN, LORI	9,571.00							SCHOOL	9,571.00
MORAN, LUCIANA	2,440.00							SCHOOL	2,440.00
MORRIS, ELIZABETH	94,775.09			5,100.00				SCHOOL	99,875.09
MORRIS, WHITNEY	280.00							SCHOOL	280.00
MORROW, ANDREA	46,495.75							SCHOOL	46,495.75
MUISE, LINDA	59,565.60							SCHOOL	59,565.60
MULLANEY, LINDSAY	565.50							SCHOOL	565.50
MURPHY, JOANN	70,557.22			3,334.55				SCHOOL	73,891.77
MURRAY, MEGHAN	3,662.75							SCHOOL	3,662.75
MURRELL, THOMAS	3,553.75							SCHOOL	3,553.75
MYERS, GILLEAN	72,515.95							SCHOOL	72,515.95
NARDONE, KIMBERLY	3,412.50							SCHOOL	3,412.50
NATCHEVA, VESSELA	71,012.66							SCHOOL	71,012.66
NEWMAN, JODY	91,692.62			5,100.00				SCHOOL	96,792.62
NIELSEN, CARA	15,094.68							SCHOOL	15,094.68
NOLL, BRENDA	49,212.77			1,563.30				SCHOOL	50,776.07

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
NORMAND, JACLYN	33,071.58							SCHOOL	33,071.58
NORTON, ROBERT	90,524.91							SCHOOL	90,524.91
O'BANION, LAURA	26,610.57							SCHOOL	26,610.57
O'CONNOR, LOGAN	20,476.16							SCHOOL	20,476.16
O'KEEFE, BETH	90,569.43			588.42				SCHOOL	91,157.85
O'KEEFE, TRACY	35,212.97			1,000.00				SCHOOL	36,212.97
OLIVER, ERNEST	43,136.36		320.03					SCHOOL	43,456.39
OLSON, MICHELLE	89,706.06							SCHOOL	89,706.06
OLSZEWSKI, KAREN	86,475.41			3,400.00				SCHOOL	89,875.41
OREFICE, KATHERINE	7,818.75							SCHOOL	7,818.75
ORELLANA-EGAN, IRENE	101,848.42			695.43				SCHOOL	102,543.85
ORTIZ, AIDA	51,622.11							SCHOOL	51,622.11
OSLEY, EMILY	720.00							SCHOOL	720.00
PANCHY, PETER	98,481.76							SCHOOL	103,581.76
PARIZEAU, MOLLY	930.00			5,100.00				SCHOOL	930.00
PARKER, MARY	1,125.00							SCHOOL	1,125.00
PARKER, MATTHEW	2,440.00							SCHOOL	2,440.00
PAULSON, BARRY	427.50							SCHOOL	427.50
PELLICONE, ROBERT	64,318.20							SCHOOL	64,318.20
PERALES, KATY	60,176.78							SCHOOL	60,176.78
PERELMAN, CHERYL	750.00							SCHOOL	750.00
PERFAS, MIRABAI	435.00							SCHOOL	435.00
PERRY, CODIE	4,280.00							SCHOOL	4,280.00
PERRY, JOSEPH	56,960.82		6,947.53					SCHOOL	63,908.35
PERRY, MELISSA	3,306.00							SCHOOL	3,306.00
PHANEUF, ANNE	90,619.69			588.42				SCHOOL	91,208.11
PIGNATO, JAMES	82,291.52							SCHOOL	82,291.52
PIGNATO, KIMBERLY	67,110.20							SCHOOL	67,110.20
PIGNATO, STEPHEN	7,802.25							SCHOOL	7,802.25
PINEDA VIVAS, SAUL	43,260.83		290.13					SCHOOL	43,550.96
POLLOCK, RHONDA	2,500.00							SCHOOL	2,500.00
POPOVA, SOFIYA	30,345.68							SCHOOL	30,345.68
PORTILLO, MICHELLE	237.50							SCHOOL	237.50
POSTMAN, LEAH	65.00							SCHOOL	65.00
POTTER, BRIAN	40,662.61		2,226.75					SCHOOL	42,889.36
POTTER, MARGARET	17,397.66							SCHOOL	17,397.66
POWERS, FRANK	720.00							SCHOOL	720.00

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PRINTER, JEAN	89,826.71			3,400.00				SCHOOL	93,226.71
PROCH, PAULINE	96,744.04							SCHOOL	96,744.04
PROCH, THOMAS	1,005.00							SCHOOL	1,005.00
PSARADELIS, JENNIFER	94,041.78							SCHOOL	94,041.78
PSARADELIS, TIMOTHY	70,009.45							SCHOOL	70,009.45
RAY, BONNIE	80,865.75			1,700.00				SCHOOL	82,565.75
REID, ROBERT	3,065.50							SCHOOL	3,065.50
REINEMO, ELIZABETH	67,124.49							SCHOOL	67,124.49
REINEMO, MATTHEW	23,742.16							SCHOOL	23,742.16
REIS, ROBIN	29,511.45			500.06				SCHOOL	30,011.51
RICHARDSON, LAVERNE	13,666.76							SCHOOL	13,666.76
RICKETTS, ANTHONY	1,091.00							SCHOOL	1,091.00
RILEY, BLAKE	1,375.00							SCHOOL	1,375.00
RIVES, BARBRA	290.00							SCHOOL	290.00
ROBERTS, AMY	90.00							SCHOOL	90.00
ROBERTS, MARGARET	80,757.19							SCHOOL	80,757.19
ROBERTS, SALLY	2,750.00							SCHOOL	2,750.00
ROSE, SHERI	38,821.24			501.18				SCHOOL	39,322.42
ROSENBERG, OWEN	2,752.75							SCHOOL	2,752.75
ROUILLARD, JOAN	64,618.14			653.82				SCHOOL	65,271.96
RUSSELL, ELAINE	97,347.12			2,288.39				SCHOOL	99,635.51
SAGER, BRIAN	135.00							SCHOOL	135.00
SAGER, LOIS	87,862.40			409.05				SCHOOL	88,271.45
SAKSURIYONG, SUPACHOKE	37,477.63							SCHOOL	37,477.63
SAMANIEGO, CRYSTAL	60,870.64							SCHOOL	60,870.64
SANTOS, SARAH	33,109.45							SCHOOL	33,109.45
SCARLETT, JERMAINE	712.50							SCHOOL	712.50
SCARLETT, MARITA	43,182.53		928.13	466.87				SCHOOL	44,577.53
SCAVILLA, JASON	2,340.00							SCHOOL	2,340.00
SCOTT, BERTA	22,653.02							SCHOOL	22,653.02
SCOTT-MURTAGH, JEAN	85,124.76			3,186.08				SCHOOL	88,310.84
SEAL, CARA	84,643.17							SCHOOL	84,643.17
SEAQUIST, CHRISTINE	32,020.14							SCHOOL	32,020.14
SHEA, SCOTT	11,386.96							SCHOOL	11,386.96
SHEEHY, NANCY	85,303.75			409.05				SCHOOL	85,712.80
SHEPPARD, STEPHEN	37,092.31							SCHOOL	37,092.31
SIBLEY, ELIZABETH	56,282.25							SCHOOL	56,282.25

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SIEGEL, DAVID	90,002.27			1,204.60				SCHOOL	91,206.87
SINGLETON, THERAN	78,573.80							SCHOOL	78,573.80
SJOLUND, ROBERT	57,041.16		12,645.27	1,000.00				SCHOOL	70,686.43
SLADE, NINA	105,397.71							SCHOOL	105,397.71
SMITH, HEIDI	38,493.46			477.33				SCHOOL	38,970.79
SORTEVIK, STEVEN	87,334.93			3,400.00				SCHOOL	90,734.93
SPENCER, SHIRLEY	37,463.76			1,204.47				SCHOOL	38,668.23
SPLAINE, JEREMIAH	84,323.01							SCHOOL	84,323.01
SPLAINE, M KATE	525.00							SCHOOL	525.00
STANTON, JOHN	3,000.00							SCHOOL	3,000.00
STEADMAN, ELIZA	802.50							SCHOOL	802.50
STEARNS, ANNE	261.00							SCHOOL	261.00
SULLIVAN, MARGARET	23,886.36							SCHOOL	23,886.36
SURPRENANT, JILL	92,499.57							SCHOOL	94,199.57
SUTTON, CAMPBELL	2,290.00			1,700.00				SCHOOL	2,290.00
SWAIN, NANCY	4,863.25							SCHOOL	4,863.25
TAGGART, CHRISTINE	11,050.96							SCHOOL	11,050.96
TARPEY, MARY KATE	81,895.31							SCHOOL	81,895.31
TASCH, ZOE	13,687.68							SCHOOL	13,687.68
TAVERAS, EILLEN	30,715.76							SCHOOL	30,715.76
TEJADA, AMELIA	40,680.64		1,138.11					SCHOOL	41,818.75
TEJADA, ARNOLDO	58,483.31		2,380.85					SCHOOL	60,864.16
TEJADA, DORA	27,205.79							SCHOOL	27,205.79
TEJADA, ELIDA	38,675.90		100.69					SCHOOL	38,776.59
TEJADA, JOSE SAMUEL	32,596.11							SCHOOL	32,596.11
TEJADA, MAXIMO	37,559.65							SCHOOL	37,559.65
THOMPSON, DOROTHY	85,975.41			3,400.00				SCHOOL	89,375.41
THOMPSON, NATALIE	48,428.90		864.00					SCHOOL	49,292.90
TOLEDO, GREGORY	51,517.70							SCHOOL	51,517.70
TOPHAM, ROSEMARY	88,951.69							SCHOOL	88,951.69
TORNOVISH, WILLIAM	2,000.00							SCHOOL	2,000.00
TRAVAGLIONE, RICHARD	19,205.02			570.02				SCHOOL	19,775.04
TRUONO, PHIL	525.00							SCHOOL	525.00
TYRIE, CHRISTINE	5,000.00							SCHOOL	5,000.00
UBALDINO, LAURA	80,368.17							SCHOOL	80,368.17
VAITES, AMY	88,951.69			346.14				SCHOOL	89,297.83
VANVORST, JOYCE	32,814.60			704.54				SCHOOL	33,519.14

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VISELLI, ANDREW	26,610.66							SCHOOL	26,610.66
VIVAS, JORGE	40,665.64		243.05					SCHOOL	40,908.69
VOGES, CONSTANCE	98,001.61							SCHOOL	98,001.61
WAITE, SARAH	1,170.00							SCHOOL	1,170.00
WALLACE, SKY	350.00							SCHOOL	350.00
WATSON, JAMIE	7,059.25							SCHOOL	7,059.25
WATTY, BRENDA	18,243.81							SCHOOL	18,243.81
WEAVER, LINNEA	87,334.91							SCHOOL	87,334.91
WEBB, DAVID	117,616.51			5,420.93				SCHOOL	123,037.44
WELCH, CHRISTOPHER	1,280.00							SCHOOL	1,280.00
WENDELKEN, ERIK	86,025.21			588.42				SCHOOL	86,613.63
WHEELER, KAREN	3,000.00							SCHOOL	3,000.00
WHITE, MARK	2,000.00							SCHOOL	2,000.00
WHITE, MATTHEW	1,343.75							SCHOOL	1,343.75
WILLIAMS, HEATHER	4,422.00							SCHOOL	4,422.00
WILLIAMS, STACEY	51,301.94							SCHOOL	51,301.94
WILLIAMSON, SALLY	17,468.01							SCHOOL	17,468.01
WILLIS, KERRIE	412.50							SCHOOL	412.50
WOLFF, BRIANNE	59,947.49							SCHOOL	59,947.49
WOODLEY, BONNIE	36,091.40			500.00				SCHOOL	36,591.40
ZODDA, MARIA	435.00							SCHOOL	435.00
ZUPAN, BRIAN	6,500.00							SCHOOL	6,500.00
ZURSCHMIT, EMILY	920.00							SCHOOL	920.00
DAY, MICHAEL	3,000.00							SCHOOL COACH	3,000.00
FERREIRA, CHRISTOPHER	7,636.00							SCHOOL COACH	7,636.00
ATHERTON, RICK	4,500.04							SELECTMEN	4,500.04
CHADWICK, BRIAN	875.01							SELECTMEN	875.01
DECOSTA, ROBERT	2,625.03							SELECTMEN	2,625.03
KOPKO, MICHAEL	3,500.04							SELECTMEN	3,500.04
ROGGEVEEN, PATRICIA	4,000.04							SELECTMEN	4,000.04
WILLAUER, WHITING	3,500.04							SELECTMEN	3,500.04
BUTLER, PERRY	61,588.80		7,398.72	2,454.94				SEWERWASTEWATER	71,442.46
FRAZIER, PAUL	46,154.99		1,476.03					SEWERWASTEWATER	47,631.02
GARY, ARDIS	58,621.60		6,134.89	1,142.90				SEWERWASTEWATER	65,899.39
GRAY, DAVID	55,526.40		12,917.72					SEWERWASTEWATER	68,444.12
HARDY, JAMES	50,027.41		5,717.53					SEWERWASTEWATER	55,744.94
INGLIS, ROBERT	71,881.49		17,853.46	2,875.08				SEWERWASTEWATER	92,610.03

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KARBERG, NOAH	46,331.03		2,994.04					SEWERWASTEWATER	49,325.07
LEVEILLE, WILLY	61,232.24		12,077.97	1,222.24				SEWERWASTEWATER	74,532.45
MANNING, KEVIN	68,619.69		8,998.13	1,333.36				SEWERWASTEWATER	78,951.18
MOORE, RICHARD	53,769.42		6,742.41					SEWERWASTEWATER	60,511.83
O'NEIL, RICHARD	67,791.60		2,390.22	3,385.55				SEWERWASTEWATER	73,567.37
STONE, MARTIN	12,489.52		23.20					SEWERWASTEWATER	12,512.72
CHARNES, JAMES	61,738.80							SIASCONSET WATER DEPT	61,738.80
GIBSON, C ELIZABETH	122,407.65							TOWN ADMINISTRATION	122,407.65
MCANDREW, ANNE	56,010.24			1,094.75				TOWN ADMINISTRATION	57,104.99
MOONEY, ERIKA DAVIDSON	55,619.56							TOWN ADMINISTRATION	55,619.56
NORTON, TERRY	54,181.73							TOWN ADMINISTRATION	54,181.73
O'NEIL, DIANE	72,515.72			1,443.22	520.00			TOWN ADMINISTRATION	74,478.94
TIVNAN, GREGG	91,210.30							TOWN ADMINISTRATION	91,210.30
HOLDGATE, GAIL	57,312.41		299.15	1,133.57	1,040.00			TOWN CLERK	59,785.13
HOLMES, NANCY	54,980.52		1,218.71					TOWN CLERK	56,199.23
STOVER, CATHERINE	89,529.96				1,040.00			TOWN CLERK	90,569.96
PATERSON, ARNOLD	3,600.00							VETERANS SERVICES	3,600.00
BUCKLEY, STEPHEN	3,311.00							VISITOR SERVICES	3,311.00
BURNS, SUSAN	4,487.00							VISITOR SERVICES	4,487.00
CASS, EILEEN	2,015.00							VISITOR SERVICES	2,015.00
CATON, CAROL	4,914.25							VISITOR SERVICES	4,914.25
CICERRELLA, ANNE	6,712.50							VISITOR SERVICES	6,712.50
CONLON, HUGH	2,736.00							VISITOR SERVICES	2,736.00
HAMILTON, MARY KATHERINE	92,517.90			3,604.36				VISITOR SERVICES	96,122.26
KASTNER, CHARLOTTE	8,568.00							VISITOR SERVICES	8,568.00
PERELMAN, STEVEN	4,398.75							VISITOR SERVICES	4,398.75
ROCHE, JANE	13,456.00							VISITOR SERVICES	13,456.00
SHARPE, DAVID	65,077.49			1,926.12				VISITOR SERVICES	67,003.61
TAYLOR, MAE LYNN	9,333.50							VISITOR SERVICES	9,333.50
TODD, VINCENT	2,057.00		48.00					VISITOR SERVICES	2,105.00
TRIFERO, JEAN	3,600.00							VISITOR SERVICES	3,600.00
DAVIS, JANICE	77,658.56			3,836.56			1,500.00	WANNACOMET WATER CO	82,995.12
EARLE, ROBERT	76,375.35		461.93	2,243.28				WANNACOMET WATER CO	79,080.56
GARDNER, ROBERT	135,844.80			5,316.48				WANNACOMET WATER CO	141,161.28
GLIDDEN, J CURTIS	64,185.28			3,170.96				WANNACOMET WATER CO	67,356.24
HOLDGATE, HEIDI	99,615.04			4,921.28			3,000.00	WANNACOMET WATER CO	107,536.32
JOHNSEN, JEFFREY	65,689.53			3,317.49				WANNACOMET WATER CO	69,007.02

<u>EMPLOYEE NAME</u>	<u>BASE PAY</u>	<u>3RD PARTY DETAIL</u>	<u>OVERTIME</u>	<u>LONGEVITY</u>	<u>CERT PAY</u>	<u>EDUCATION</u>	<u>MERIT PAY</u>	<u>DEPARTMENT</u>	<u>GROSS INCOME</u>
MANSFIELD, ANDREA	61,471.84			1,214.72			1,750.00	WANNACOMET WATER CO	64,436.56
PYKOSZ, CHRISTOPHER	102,900.16			5,109.38			3,000.00	WANNACOMET WATER CO	111,009.54
ROBERTS, KYLE	77,557.40		228.68	1,532.76				WANNACOMET WATER CO	79,318.84
WEST, ROBERT	72,028.80			1,420.64			2,500.00	WANNACOMET WATER CO	75,949.44
WILLETT, MARK	97,179.78		580.26	2,919.02			3,000.00	WANNACOMET WATER CO	103,679.06